United Nations A/60/724

General Assembly

Distr.: General
17 March 2006

Original: English

Sixtieth session
Agenda item 152
Financing of the United Nations Mission for the Referendum in Western Sahara

Budget for the United Nations Mission for the Referendum in Western Sahara for the period from 1 July 2006 to 30 June 2007

Report of the Secretary-General

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Summary

The present report contains the budget for the United Nations Mission for the Referendum in Western Sahara (MINURSO) for the period from 1 July 2006 to 30 June 2007, which amounts to $46,120,000, inclusive of budgeted voluntary contributions in kind in the amount of $3,315,600.

The budget provides for the deployment of 203 military observers, 27 military contingents, 6 United Nations police, 115 international staff, 140 national staff, 23 United Nations Volunteers and 10 government-provided personnel.

The total resource requirements for MINURSO for the financial period 1 July 2006 to 30 June 2007 have been linked to the Mission's objective through a number of results-based frameworks, grouped by components: substantive (civilian, military and support). The human resources of the Mission in terms of number of personnel have been attributed to the individual components, with the exception of the Mission's executive direction and management which can be attributed to the Mission as a whole.

The explanations of variances in resource levels, both human resources and financial resources, have, where applicable, been linked to specific outputs planned by the mission.

Financial resources

(Thousands of United States dollars. Budget year is from 1 July to 30 June.)

Category	Expenditures (2004/05)	Apportionment (2005/06)	Cost estimates (2006/07)	Variance	
				Amount	Percentage
Military and police personnel	6 373.5	6 432.8	6 478.7	45.9	0.7
Civilian personnel	16 162.6	17 545.0	17 332.4	(212.6)	(1.2)
Operational costs	18 861.9	21 562.6	18 993.3	(2 569.3)	(11.9)
Gross requirements	**41 398.0**	**45 540.4**	**42 804.4**	**(2 736.0)**	**(6.0)**
Staff assessment income	2 311.9	2 508.0	2 711.4	(296.6)	(11.8)
Net requirements	**39 086.1**	**43 032.4**	**40 593.0**	**(2 439.4)**	**(5.7)**
Voluntary contributions in kind (budgeted)	3 885.2	3 118.1	3 315.6	97.5	6.3
Total requirements	**45 283.2**	**48 658.5**	**46 120.0**	**(2 538.5)**	**(5.2)**

Human resources

	Military observers[a]	*Military contingents*[a]	*United Nations Police*[a,b]	*Formed police units*	*International staff*[b,c]	*National staff*	*United Nations Volunteers*[a]	*Government-provided personnel*	*Civilian electoral observers*	*Total*
Executive direction and management										
Current	—	—	—	—	13	1	—	—	—	14
Proposed	—	—	—	—	12	4	—	—	—	16
Components										
Substantive civilian										
Current	—	—	8	—	9	—	—	10	—	27
Proposed	—	—	6	—	3	—	—	10	—	19
Military										
Current	203	27	—	—	2	1	—	—	—	233
Proposed	203	27	—	—	2	1	—	—	—	233
Support										
Current	—	—	—	—	121	126	—	—	—	247
Proposed	—	—	—	—	98	144	23	—	—	265
Total										
Current	203	27	8	—	145	128	—	10	—	521
Proposed	203	27	6	—	115	149	23	10	—	533
Net change	—	—	(2)	—	(30)	21	23	—	—	12

[a] Represents highest level of authorized/proposed strength.

[b] For presentation purposes, in order to show the net effect of the Management Review and Security Assessment described in paragraphs 6 through 10, this overview table excludes 157 international staff posts, including 156 for the Office of the Identification Commission and 1 for the Office of the Police Commissioner, and 73 civilian police, as a result of the suspension of the activities of the Identification Commission. The 2005/06 staffing table included these posts as "suspended", without any budget provision. The 2006/07 staffing table proposes to abolish these posts.

[c] The proposed staffing includes one P-5 position and one national staff position funded under General Temporary Assistance for the Conduct and Discipline Team.

The actions to be taken by the General Assembly are set out in section IV of the present report.

I. Mandate and planned results

1. The mandate of the United Nations Mission for the Referendum in Western Sahara (MINURSO) was established by the Security Council in its resolution 690 (1991) of 29 April 1991. The most recent extension of the mandate until 30 April 2006 was authorized by the Council in its resolution 1634 (2005) of 28 October 2005.

2. The Mission is mandated to help the Security Council achieve an overall objective, namely, a just, lasting and mutually acceptable political solution, which will provide for the self-determination of the people of Western Sahara.

3. Within this overall objective, the Mission will, during the budget period, contribute to a number of expected accomplishments by delivering related key outputs, as described in the frameworks below. These frameworks are grouped by components: substantive civilian, military and support.

4. The expected accomplishments would lead to the fulfilment of the Security Council's objective within the lifetime of the Mission. The indicators of achievement measure progress towards their implementation and completion during the budget period. The human resources levels of the Mission in terms of the number of personnel have been attributed to the individual components, with the exception of the Mission's executive direction and management, which can be attributed to the Mission as a whole.

5. During the 2006/07 financial period, the Mission will seek efficiency gains by outsourcing 19 national posts for cleaning, general maintenance and handyman functions, and by introducing a new electronic bank transfer system. The overall proposed level of human resources is the result of two reviews: a management review (May 2005) and a security assessment (December 2005). The outcome of the management review is described in paragraphs 6 to 9, and the outcome of the security assessment in paragraph 10. The combined overall outcome is described in paragraph 11. The detailed proposed changes and justifications are described in the current section, under executive direction and management and the respective results-based budget components. In addition, a military operational audit took place in June 2005 as described in paragraph 12 below. However, the outcome of this later review did not have any further impact on the proposed level of human resources.

Management review

6. The Security Council, in its resolution 1570 (2004) of 28 October 2004, acting on the recommendation in the Secretary-General's reports on Western Sahara (S/2004/827 of 20 October 2004 and S/2005/254 of 19 April 2005), requested a comprehensive review of the structure of the administrative and other civilian components of MINURSO. On the basis of the initial review carried out by MINURSO, a personnel review team and subsequently a management assessment team from the Department of Peacekeeping Operations were deployed in May 2005 to MINURSO to finalize recommendations aimed at reconfiguring the civilian structure to better support the current mandated activities, ensure greater integration between the military and civilian components and enhance the management of MINURSO. The comprehensive review of the structure of the administrative and other civilian components considered the mandate of the Mission, the political and operational environment and a comparative analysis with other peacekeeping

missions of a similar size. The comprehensive review also took into account the fact that MINURSO has been in existence for 14 years and its civilian management structure no longer reflected the requirements of an effective peacekeeping operation. The scope of the management review included the following five areas:

(a) Adapting the structure of MINURSO to better match the current Mission mandate functions;

(b) Reducing the number of international posts to better align MINURSO with practices concerning staffing levels in other peacekeeping operations;

(c) Converting international posts to national General Service posts;

(d) Creating a limited number of United Nations Volunteer positions in the support component for a more diverse human resources composition in line with other peacekeeping operations;

(e) Outsourcing certain functions that local, commercial companies are capable of performing, e.g. cleaning services and general maintenance.

7. The outcome of the management review included recommendations on a net reduction of 35 international posts, including a net abolishment of 12 posts and a conversion of 23 posts into an equivalent number of United Nations Volunteer positions. The net reduction also includes the outsourcing of 19 national posts for cleaning/general maintenance/handyman functions, which would be replaced by a service contract. The proposed budget reflects the recommendations contained in the management review.

8. The proposed United Nations Volunteer positions are all in the support area, in the light of the proportionally low number of substantive staff in the Mission.

9. In the present report, every effort has been made to justify proposed changes vis-à-vis the 2005/06 staffing structure. As a result of the broad scope of the management review and the significant occurrence of internal redeployment of posts between offices over many years prior to the management review, the number of proposed changes in the staffing structure is significant. Therefore, to facilitate the presentation, the proposed changes have been grouped under six categories described in the reference box below. Throughout section I, the summary statements of proposed staffing changes in each respective office refer back to these six theoretical categories (number of the categories is provided in brackets after each summary statement).

Reference

Overall theoretical categories of proposed changes in staffing:

Category 1: The post is proposed to be moved from Office X to Office Y (no change in the title or function of the post):

(a) Move concerns difference in presentation only:
the post was previously reflected as part of Office X and now is proposed to be presented separately in Office Y for better transparency in presentation;

(b) Move concerns physical relocation of post:
the post was previously part of Office X and now is proposed to be moved to Office Y.

Category 2: Creation of new post(s)

Category 3: Abolishment of post(s)

Category 4: The post is proposed to be abolished in Section X and to be created in Section Y based on the actual staffing situation in May 2005 (change in the title and function of the post):

(a) Abolishment of post(s) in Section X based on the actual staffing situation (the post had been loaned to Section Y);

(b) Creation of post(s) in Section Y based on the actual staffing situation (the post had been borrowed from Section X).

Category 5: Replacement of Individual Contractor (or similar non-staff) arrangements by staff posts.

Category 6: Conversion of the post(s) between staff categories, and reclassification of the level of the post(s) within the same category:

(a) Abolishment of post(s) (conversion);

(b) Creation of post(s) (conversion);

(c) Reclassification of post(s).

Security assessment

10. Furthermore, the Department of Safety and Security conducted a MINURSO and Western Sahara security assessment in Western Sahara during the period from 12 to 16 December 2005. In accordance with the recommendations in its related report, the proposed staffing requirements for MINURSO's security arrangement reflect an increase of a total of 24 civilian positions, including 1 international Security Officer and 23 national security staff.

Overall changes to the civilian staffing

11. Taken together, the net reduction of 12 posts (4 per cent of overall civilian staffing) as a result of the management review conducted by the Department of Peacekeeping Operations, the increase of 24 security posts as a result of the recently completed security assessment, and the increase of 2 temporary civilian positions for the establishment of a Conduct and Discipline Team in the Mission will result in an overall increase of 14 posts (exclusive of civilian police) in the civilian staffing requirement for the budget period.

Military operational audit

12. The Department of Peacekeeping Operations also conducted a military operational audit in June 2005, which aimed at strengthening, within existing resources, the military component's capacity to monitor the ceasefire and Military Agreement No. 1 concluded between MINURSO and the Royal Moroccan Army, on the one hand, and MINURSO and the military forces of the Frente Polisario, on the other. The ensuing restructuring exercise, which began in September 2005, has involved, inter alia, the closure of the two Sector headquarters in November 2005, thereby enabling the Mission to increase the number of military observers deployed to the nine military observer team sites. It has also resulted in the introduction of night observation patrols, while the establishment of temporary observation posts is also envisaged, following the provision of night vision equipment. The restructuring exercise was also intended to better integrate the Mission's civilian and military components. In accordance with the relevant recommendations contained in the audit team's report, a civilian-military Joint Mission Analysis Cell and a Joint Operations Centre have been established and have been operational since 28 September 2005. Their activities have already enhanced the Mission's capacity for data collection and information analysis to a considerable extent. The military restructuring has been taken into account in the proposed budget.

13. The Mission's headquarters is in Laayoune where the office of the Special Representative of the Secretary-General and the office of the Force Commander are located. Currently, the Mission operates in 12 locations: Laayoune, Tindouf, Dakhla and nine team sites. Although the Sector Headquarters of Dakhla and Smara have been closed as a result of the recently conducted military operational review, a team site in Smara and a liaison office in Dakhla remain. There will be a total of 15 facilities during the budget period 2006/07, as follows: (1) Laayoune headquarters, (2) Identification Commission compound (in Laayoune), (3) cargo terminal (in Laayoune), (4) logistics complex (in Laayoune), (5) a civilian and military liaison office in Tindouf, Algeria, and (6) Dakhla, as well as nine team sites. A civilian and military liaison office is based in Tindouf, Algeria. The Mission provides administrative, logistical and technical support to its substantive civilian, military and civilian police personnel, deployed both at headquarters locations as well as in nine military observer team sites throughout the Mission area.

Executive direction and management

14. Overall Mission direction and management are to be provided by the Immediate Office of the Special Representative of the Secretary-General.

Table 1
Human resources: executive direction and management

	International staff										
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Approved 2005/06	1	2	3	1	2	4	—	**13**	1	—	**14**
Proposed 2006/07	1	2	2	3	2	2	—	**12**	4	—	**16**
Net change	—	—	**(1)**	**2**	—	**(2)**	—	**(1)**	**3**	—	**2**

15. The net increase of two posts in the proposed staffing establishment for executive direction and management is attributable to the proposed increase of eight posts in the Tindouf liaison office, offset by the decrease of six posts in the Office of the Special Representative of the Secretary-General, detailed as follows:

Office of the Special Representative of the Secretary-General

	International staff										
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Approved 2005/06	1	2	3	1	2	4	—	**13**	1	—	**14**
Proposed 2006/07	1	1	2	2	—	2	—	**8**	—	—	**8**
Net change	—	**(1)**	**(1)**	**1**	**(2)**	**(2)**	—	**(5)**	**(1)**	—	**(6)**

Justification

Office of the Special Representative of the Secretary-General

Summary of proposed changes: international posts[1]

- Reclassification of one Under-Secretary-General post for the Special Representative of the Secretary-General to Assistant Secretary-General [6 (c)]
- The post of D-1 Chief of Tindouf Liaison Office was previously reflected as part of this office, and now is proposed to be presented separately in the Tindouf Liaison Office for better transparency [1 (a)]
- Reclassification of one P-5 Senior Information Officer post to P-4 [6 (c)]
- Creation of one new P-5 Chief Conduct and Discipline Officer post [2]
- Abolishment of one P-4 Political Affairs Officer post [3]
- Creation of one P-3 post of Personal Assistant to the Special Representative of the Secretary-General [2]
- Abolishment of two General Service administrative assistant posts [3]

- One Field Service post (Administrative Assistant) was previously reflected as part of this office, and now is proposed to be presented separately in the Tindouf Liaison Office for better transparency [1 (a)]

- Abolishment of one Field Service post IT Assistant [3]

The proposed composition of the Office of the Special Representative of the Secretary-General is as follows:

Special Representative of the Secretary-General	Assistant Secretary-General
Senior Political Adviser	D-1
Personnel Conduct Officer	P-5
Senior Public Information Officer	P-4
Legal Officer	P-4
Public Information Officer	P-3
Special Assistant to the Special Representative of the Secretary-General	P-3
Administrative Assistant to the Special Representative of the Secretary-General	GS, international
Administrative Assistant to Senior Political Adviser	GS, international
Administrative Assistant to Personnel Conduct Officer	GS, national

The post of Special Representative of the Secretary-General has been reclassified from Under-Secretary-General to Assistant Secretary-General. The reclassification takes into account the reduced size and activities of MINURSO as a result of the suspension of the Identification Commission.

The Office of the Special Representative of the Secretary-General is proposed to be managed by a Senior Political Adviser (D-1), who will assume the functions currently performed by the Chief of Staff, as well as supervise, on behalf of the Special Representative of the Secretary-General, all the substantive functions of the Office, including political affairs, legal affairs and public information, as well as United Nations police. The Senior Political Adviser will provide political advice to the leadership of the Mission, help formulate the Mission's overall political strategy and assist in maintaining relations with external parties, at the political level. Owing to the expansion of functions of the D-1 post, the P-5 head of Office of Political Affairs is proposed to be abolished (see also Political Affairs Unit under component 1).

The Senior Political Adviser would also head the Joint Mission Analysis Cell. The Analysis Cell and the Joint Operation Centre were established in September 2005, as indicated in paragraph 20 of the Secretary-General's report of 13 October 2005 (S/2005/648). However, there are no civilian staff dedicated to the Joint Mission Analysis Cell (or JOC) and neither JMAC (nor JOC) is therefore reflected separately in the organization chart. Two Political Affairs Officers (P-4, P-3) and one Information Officer (P-3) are assigned to the Analysis Cell, while continuing to perform their regular duties. (For the Joint Operation Centre, see also under the Logistics Support Section.)

The Office of Political Affairs will be changed to a Political Affairs Unit that will become part of the Office of the Special Representative of the Secretary-General and supervised by the Senior Political Adviser. The Political Affairs Unit, while part of the Office of the Special Representative of the Secretary-General, has been attributed under results-based budgeting component 1, as the staff in this unit focuses exclusively on the outputs in this component.

The two P-4 posts in the Special Representative of the Secretary-General Office are: an existing P-4 Legal Adviser post and an Information Officer post.

The Public Information functions are moved from the previous Office of Political Affairs (now Political Affairs Unit) to the Special Representative of the Secretary-General's Office, and the number and level of posts are rationalized. Previously, the functions were coordinated by a P-5 Senior Information Officer (located in the Special Representative's Office), who was supported by one P-3 Information Officer (also located in the Special Representative's Office) (reclassified from P-4 (see A/59/736/Add.5, para. 19)), and two P-2 Information Officers located in the Office of Political Affairs. As mentioned above, the Mission proposes reclassifying the P-5 Senior Public Information Officer post to P-4, as well as abolishing two P-2 Public Information Officer posts that were previously in the Office of Political Affairs. Instead, the Mission proposes one P-4 post and one P-3 post of Public Information Officer, who, under the supervision of MINURSO's Senior Political Adviser, will be responsible for providing press and media coverage from local, regional and international press agencies; and keeping the Special Representative and other relevant Mission personnel, such as the Joint Mission Analysis Cell and the Joint Operation Centre, up to date on issues related to the Mission's mandate.

The two P-3 posts reflected in the Special Representative's Office are one existing Public Information Officer, reclassified from P-4 (see A/59/736/Add.5, para. 19) and one newly created Special Assistant to the Special Representative. The Special Assistant will provide direct support to the Special Representative in the discharge of his functions, prepare briefing notes and visual presentations, draft correspondence, and accompany the Special Representative during travels.

One Field Service Administrative Assistant post that used to be reflected in the Special Representative's Office, but is actually located in the Tindouf Liaison Office, is being reflected in the Tindouf Liaison Office in 2006/2007. The other Field Service Administrative Assistant post is proposed to be abolished.

One General Service Administrative Assistant post is redeployed from the Office of the Special Representative to the Office of Political Affairs (now Political Affairs Unit), which did not have any administrative support.

One General Service Administrative Assistant post is proposed to be abolished.

Summary of proposed changes: national posts[1]

- One national General Service post was previously reflected as part of this office and now is proposed to be presented separately in the Tindouf Liaison Office for better transparency [1 (a)]
- Creation of one new national General Service Conduct and Discipline Assistant [2]

The national General Service post in the Special Representative's Office for the 2006/07 period is a newly created General Temporary Assistance position in support of the Conduct and Discipline Officer.

[1] Throughout the text, the number in brackets after each proposed change in the summary of proposed changes refers to overall categories of proposed changes in staffing as listed in the reference box in paragraph 9.

Tindouf Liaison Office

	International staff								*National staff*	*United Nations Volunteers*	*Total*
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	*Subtotal*			
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07	—	1	—	1	2	—	—	4	4	—	8
Net change	—	1	—	1	2	—	—	4	4	—	8

Tindouf Liaison Office

Summary of proposed changes: international posts[1]

- One D-1 Chief Tindouf Liaison Officer post was previously reflected as part of the Special Representative's Office, and now is proposed to be presented separately in this office for better transparency in presentation [1 (a)]
- One P-3 Political Affairs Officer was previously reflected as part of the Political Affairs Unit, and now is proposed to be presented separately in this office for better transparency in presentation [1 (a)]
- One Field Service Administrative Assistant post was previously reflected as part of the Special Representative's Office, and now is proposed to be presented separately in this office for better transparency in presentation [1 (a)]
- One Field Service Information Technology Assistant post was previously reflected as part of the Communication and Information Technology Section Office, and now is proposed to be presented separately in this office for better transparency in presentation [1 (a)]

The proposed composition of the Office is as follows:

Chief Tindouf Liaison Officer	(D-1)
Political Affairs Officer	(P-3)
Administrative Assistant	(FS)
IT Assistant	(FS)
Cook	(national GS)
Vehicle mechanic	(national GS)
Maintenance worker	(national GS)
Kitchen supervisor	(national GS)

The staff located in the Tindouf Liaison Office were previously reflected as part of the Special Representative's Office or of the Office of Political Affairs. In order to increase transparency, it is proposed that the Tindouf Liaison Office be reflected separately in the 2006/2007 budget.

The Tindouf Liaison Office is the only official liaison capacity with the Frente POLISARIO on the eastern side of the berm and plays a key role in the implementation of the Mission's mandate. The head of the Tindouf Office maintains rapport and contacts with United Nations and other international organizations and NGOs working in the area; is the primary focal point for Frente POLISARIO and Algeria in the region; coordinates with the Office of the United Nations High Commissioner for Refugees sub-office and refugee camps; supports the efforts of the Special Representative of the Secretary-General and agencies to maintain an adequate food pipeline and gain Frente POLISARIO's acceptance of confidence-building measures; oversees preparations for the Special Representative's regular visits and those of other senior officials and provides regular reports to MINURSO headquarters in Laayoune in the Tindouf area.

The Tindouf Liaison Office consists of one D-1 Head of Office who reports to the Special Representative of the Secretary-General and supervises one P-3 Political Affairs Officer, one Field Service Administrative Assistant, one Field Service IT Assistant, and five national General Service staff.

Summary of proposed changes: national posts[1]

- One national General Service post was previously reflected as part of the Special Representative's Office, and now is proposed to be presented separately in this office for better transparency [1 (a)]
- Creation of three national General Service posts is based on the actual staffing situation (the posts had been loaned from the Air Operations Section) [4 (b)]

The national support posts consist of one each of the following: vehicle mechanic, maintenance worker, cook, and kitchen supervisor.

The vehicle mechanic carries out maintenance and repairs of 22 United Nations vehicles (8 for MINURSO staff, 4 for United Nations military officers, 10 in support of the UNHCR confidence-building measures project) at Tindouf; assists in the loading and unloading of cargo from United Nations aircraft; performs long-distance driving (approximately 200 km) to the refugee camps, as well as to/from the airport.

The maintenance worker is responsible for the daily maintenance of all building management support equipment in the Tindouf Liaison Office. The staff member assists in the maintenance and repair of electrical appliances; assists vehicle mechanics in maintenance and repair of United Nations vehicles; assists in loading and unloading of cargo from United Nations aircraft; and performs long-distance driving (approximately 200 km) to the refugee camps.

The Tindouf Liaison Office kitchen provides three full meals a day to the military and civilian staff stationed in the Liaison Office. The cook and kitchen supervisor are responsible for maintaining the daily operation of the kitchen and dining area, in addition to providing supervision and instruction to the cooking and cleaning staff, which has been provided by the Algerian Government.

Owing to local labour market conditions, these national staff functions cannot be outsourced.

Component 1: substantive civilian

Expected accomplishments	Indicators of achievement
1.1 Progress towards political settlement of the final status of Western Sahara	1.1.1 25 meetings and written communications among the parties in Western Sahara — Morocco, and Frente POLISARIO and the neighbouring countries of Algeria and Mauritania (2004/2005: 0; 2005/2006: 20; 2006/2007: 25)

Outputs

- 54 meetings with the African Union representation on the political situation in the region
- Support to the Personal Envoy in the performance of his functions, including through the provision of regular briefings on the situation on the ground, periodic updates on political and security developments in the region, political analysis and advice, as well as logistical support during his visit to the region
- Political briefings and escort for 12 visiting Member State delegations and 10 visiting non-governmental, international, governmental and media organizations
- 4 reports of the Secretary-General to the Security Council

- 180 summaries of local/international media for United Nations agencies and Member States in 4 languages on regional and international issues related to Western Sahara
- Distribution of 1,000 copies of the Mission's newsletter 4 times a year to the local population

Expected accomplishments	*Indicators of achievement*
1.2 Progress towards resolution of humanitarian issues, in particular those related to refugees and persons unaccounted for	1.2.1 Increase in the number of refugee family exchange visits (2004/2005: 28, 2005/2006: 30, 2006/2007: 52)
	1.2.2 Parties exchange information on fate of persons unaccounted for

Outputs

- Hosting and provision of political briefings to 4 donor meetings organized by UNHCR and the World Food Programme to assess the food situation in the camps (Tindouf Liaison Office)
- Organization of 28 meetings with United Nations and other international agencies represented in the region (UNHCR, WHO, WFP, UNICEF, ICRC, IOM) on resolution of humanitarian issues, including refugee assistance and illegal migration through Western Sahara
- 4 political analysis/recommendations reports for the parties on persons unaccounted for and refugees
- 22 press releases in support of the confidence-building measures, including for the funding appeals of the Office of the United Nations High Commissioner for Refugees
- Logistical support for the continuation of confidence-building measures between the parties, including escorting 52 refugee family exchange visits

External factors

Regional stability will be maintained; donors will provide adequate funding for confidence-building measures and food supplies for the Tindouf refugee camps

Table 2
Human resources: Component 1, substantive civilian

Category	Total
I. Civilian personnel	
Approved 2005/06	81
Proposed 2006/07	6
Net change	(75)

	International staff								National staff		
II. Civilian personnel	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	*Subtotal*	National staff	United Nations volunteers	*Total*
Approved 2005/06	—	1	41	80	18	64	—	166	—	10	176
Proposed 2006/07	—	—	1	1	—	1	—	3	—	10	13
Net change	(1)	(40)	(39)	(18)	(63)	—	—	(163)	—	—	(163)
Total, I-II											
Approved 2005/06											257
Proposed 2006/07											19
Net change											(238)

Note: This table includes 157 international staff posts, consisting of 150 for the Office of the Identification Commission and 1 for the Office of the Police Commissioner, and 73 civilian police since the 2005/06 staffing table included these posts as "suspended" without any budget provision as a result of the suspension of the activities of the Identification Commission. It is proposed to abolish these posts in the 2006/07 staffing table.

16. The net decrease of 238 posts in the proposed staffing establishment under the substantive civilian component is attributable to the abolishment of 150 posts in the Office of the Identification Commission (see S/2004/59, paras. 5 and 6) the decrease of 5 posts in the Political Affairs Unit, the abolishment of 2 posts in the Office of the Police Commissioner and the reduction of a total of 73 civilian police officer posts, detailed as follows:

Component 1: substantive civilian

Political Affairs Unit

	International staff								National staff		
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	*Subtotal*	National staff	United Nations volunteers	*Total*
Approved 2005/06	—	—	2	6	—	—	—	8	—	—	8
Proposed 2006/07	—	—	1	1	—	1	—	3	—	—	3
Net change	—	—	(1)	(5)	—	1	—	(5)	—	—	(5)

Political Affairs Unit

Summary of proposed changes: international posts[1]

- Abolishment of one P-5 post [3]
- One P-3 Political Affairs Officer post was previously reflected as part of this Unit, and now is proposed to be presented separately in the Undout Liaison Office for better transparency [1 (a)]
- Abolishment of one P-2 Associate Political Affairs Officer post in this Unit based on the actual staffing situation — the post had been loaned to the Procurement Section [4 (a)]
- Abolishment of one P-2 Associate Political Affairs Officer post [3]
- Abolishment of two P-2 Associate Public Information Officer posts [3]
- Creation of one new General Service Administrative Assistant post [2]

The proposed composition of the Unit is as follows:

Senior Political Affairs Officer	(P-4)
Political Affairs Officer	(P-3)
Administrative Assistant	(GS)

The post of Head of the Office of Political Affairs (P-5) is proposed to be abolished. Instead, the unit is supervised by the Senior Political Adviser (D-1), who, as he/she also covers other functions, has been presented as part of the Office of the Special Representative of the Secretary-General. The Office of Political Affairs therefore changes to a Political Affairs Unit in the Office of the Special Representative of the Secretary-General.

Two P-2 Associate Political Affairs Officer posts are proposed to be abolished. One of the posts has been vacant, the second post had been loaned to the Procurement Section and is proposed to be regularized as an Associate Procurement Officer.

The Public Information functions have been consolidated in the Office of the Special Representative of the Secretary-General. Two P-2 Public Information Officer posts have been vacant, and are proposed to be abolished.

One General Service Administrative Assistant post is proposed to be created in the Political Affairs Unit, which did not have any administrative support. The incumbent will take over administrative tasks, including managing incoming correspondences, drafting responses, arranging travel for the Unit, preparing minutes of meetings. He/she will also maintain a central filing system for the Unit. Owing to the sensitive political nature of the issues, these functions need to be performed by an international administrative assistant.

Office of the Identification Commission

	International staff									
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff	Government-provided personnel	Total
Approved 2005/06	—	2	39	34	18	63	—	156	—	10	166
Proposed 2006/07	—	—	—	—	—	—	—	—	—	10	10
Net change	—	(2)	(39)	(34)	(18)	(63)	—	(156)	—	—	(156)

Note: This table includes 156 international staff posts since the 2005/06 staffing table included these posts as "suspended" without any budget provision as a result of the suspension of the activities of the Identification Commission. It is proposed to abolish these posts in the 2006/07 staffing table.

Justification

Office of the Identification Commission

As indicated in the Secretary-General's report of 19 January 2004 (S/2004/39, paras. 5-6), the Identification Commission has completed its overall auxiliary work plan. All Identification Commission staff completed their assignment on 31 December 2003, and the related posts have been suspended since then, with no budgetary provisions being made for the posts since the 2004-2005 period. It is proposed that the 156 posts in the Office of the Identification Commission no longer be reflected in the staffing table, and be abolished on the understanding that the posts may be resubmitted in future budget proposals depending on developments in the peace process and subject to the Security Council's decision on the resumption of these activities.

With regard to 10 government-provided personnel, taking into consideration the increasing cooperation between the United Nations and the African Union on peacekeeping issues, the Department of Peacekeeping Operations will review the existing arrangements of support to the African Union observers, with a view to possibly modifying the assistance currently provided by MINURSO, based on discussions with the African Union. Any change in the existing arrangements will be reflected in the 2007/2008 budget.

Office of the Police Commissioner

	International staff										
United Nations police	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*Government-provided personnel*	***Total***
Approved 2005/06								—			81
Proposed 2006/07								—			6
Net change								—			**(75)**

	International staff										
Office of the Police Commissioner	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*Government-provided personnel*	***Total***
Approved 2005/06	—	1	—	—	—	1	—	2	—	—	2
Proposed 2006/07								—			—
Net change	—	**(1)**	—	—	—	**(1)**	—	**(2)**	—	—	**(2)**

Note: This table includes 1 international staff post and 73 United Nations police since the 2005/06 staffing table included these posts as "suspended" without any budget provision as a result of the suspension of the activities of the Identification Commission. It is proposed to abolish these positions in the 2006/07 staffing table.

Justification

Office of the Police Commissioner

As is the case for the posts of the Identification Commission indicated above, one D-1 post for the Civilian Police Commissioner was suspended during the 2005/06 financial period and is proposed to be abolished. One international General Service post, which had been loaned to the Aviation Section before May 2005, is proposed to be transferred to the Aviation Section.

The number of civilian police is proposed to be reduced from 81 to 6, which is in line with the actual incumbency and requirements during 2005/06. The 6 United Nations police will report to the Senior Political Adviser in the Office of the Special Representative of the Secretary-General to support the implementation of confidence-building measures, specifically to accompany the flights for the programme of exchange of family visits. They will be based in Laayoune, but travel regularly to Tindouf.

Component 2: military

Expected accomplishments	*Indicators of achievement*
2.1 Compliance of the parties with the ceasefire agreement	2.1.1 Zero serious violations of ceasefire and military agreements (2004/2005: 90; 2005/2006: 2; 2006/2007: 0)
	2.1.2 Participation of the parties to the ceasefire agreement in the Joint Military Verification Commission meetings (2004/2005: N/A; 2005/2006: 100%; 2006/2007: 100%)

Outputs

- Bimonthly liaison meetings with local commanders and high-ranking military officers from both parties
- 23,360 United Nations military observers mobile patrol person days (4 United Nations military observers per patrol, 16 patrols per day for 365 days)
- 208 United Nations military observers liaison "day visits" to units and headquarters of the armed forces of both parties (4 United Nations military observers per visit, 1 visit per week for 52 weeks)
- 733 air-patrol hours from 9 team sites for inspection of 4,312 military units of both parties (20.36 hours per helicopter per month, 3 helicopters for 12 months)
- Investigations of alleged violations of the ceasefire agreement by either party as required

Expected accomplishments	*Indicators of achievement*
2.2 Reduction in mine threats on both sides of the berm	2.2.1 Zero persons killed/injured by exploded mine/ordnance (2004/2005: 2; 2005/2006: 0; 2006/2007: 0)

Outputs

- Marking of the unexploded ordnance and monitoring of disposal operations of both parties and mine action NGOs
- Updated mine surveys and maps on mines and unexploded ordnance made available to the parties, mine action NGOs and the local population

External factors

Parties to the conflict will cooperate by providing freedom of movement to the Mission

Table 3

Human resources: component 2, military

Category	*Total*
I. *Military observers*	
Approved 2005/06	203
Proposed 2006/07	203
Net change	—
II. *Military contingents*	
Approved 2005/06	27
Proposed 2006/07	27
Net change	—

	International staff										
III. *Civilian staff*	*USG-ASG*	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	*Subtotal*	*National staff*	*United Nations Volunteers*	*Total*
Office of the Force Commander											
Approved 2005/06	—	1	—	—	—	1	—	2	1	—	3
Proposed 2006/07	—	1	—	—	—	1	—	2	1	—	3
Net change	—	—	—	—	—	—	—	—	—	—	—
Total, I-III											
Approved 2005/06											233
Proposed 2006/07											233
Net change											—

17. No change to the staffing table under component 2.

Component 3: support

Expected accomplishments	*Indicators of achievement*
3.1 Effective and efficient logistical, administrative and security support to the Mission	3.1.1 Reduction in the average cost per bank transfer

Outputs

Service improvements

- Implementation of an electronic bank transfer system

Military, civilian police and civilian personnel

- Emplacement, rotation and repatriation for an average strength of 230 military personnel and 6 civilian police officers

- Supply and storage of rations and bottled water for an average strength of 230 military personnel, 115 international staff, 23 United Nations Volunteers and 6 civilian police officers
- Administration of an average number of 116 international, 149 national staff and 23 United Nations Volunteers
- Implementation of a conduct and discipline programme for all military, police and civilian personnel, including training, prevention, monitoring and disciplinary action

Facilities and infrastructure

- Maintenance of 16 facilities and 300 prefabricated buildings in 11 locations
- Maintenance of 8 runways and 8 helipads
- Operation and maintenance of 44 generators in 16 facilities

Ground transportation

- Operation and maintenance of 307 vehicles

Air transportation

- Operation and maintenance of 3 fixed-wing and 3 rotary-wing aircraft

Communications

- Support and maintenance of 4 PABX telephone systems, 13 satellite earth stations, 200 VHF, 165 HF and 2 microwave communication systems in 12 locations

Information technology

- Support and maintenance of wide-area network, 410 desktops, 66 laptops, 174 printers and 28 servers in 12 locations

Medical

- Operation and maintenance of level 1 medical services for Mission personnel and local civil population in emergency cases
- Maintenance of Mission-wide land and air evacuation arrangements for all United Nations locations, including to level 3 hospitals in Casablanca and Las Palmas
- Operation and maintenance of HIV voluntary confidential counseling and testing facilities for all personnel
- HIV sensitization programme for all personnel, including peer education

Security

- Provision of guard services 24 hours a day, 7 days a week, at 3 MINURSO sites

External factors

Vendors/contractors/suppliers will be able to deliver goods and services, as contracted

Table 4

Human resources: component 3, support

Conduct and Discipline Team	International staff: USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff	United Nations Volunteers	Total
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07[a]	—	—	1	—	—	—	—	**1**	1	—	2
Net change	—	—	**1**	—	—	—	—	**1**	**1**	—	2

Security Services Section	International staff: USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff	United Nations Volunteers	Total
Approved 2005/06	—	—	—	—	—	—	8	**8**	15	—	23
Proposed 2006/07	—	—	—	1	—	—	9	**10**	38	—	48
Net change	—	—	—	**1**	—	—	**1**	**2**	**23**	—	25

Division of Administration	International staff: USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff	United Nations Volunteers	Total
Approved 2005/06	—	1	7	8	60	37	—	**113**	111	—	**224**
Proposed 2006/07	—	1	8	7	59	12	—	**87**	105	23	**215**
Net change	—	—	**1**	**(1)**	**(1)**	**(25)**	—	**(26)**	**(6)**	**23**	**(9)**
Total, Approved 2005/06	—	**1**	**7**	**8**	**60**	**37**	**8**	**121**	**126**		**247**
Total, Proposed 2006/07	—	**1**	**9**	**8**	**59**	**12**	**9**	**98**	**144**	**23**	**265**
Total change	—	—	**2**	—	**(1)**	**(25)**	**1**	**(23)**	**18**	**23**	**18**

[a] Includes one P-5 position and one national staff position funded under General Temporary Assistance for the Conduct and Discipline Team.

18. The net increase of 18 posts in the proposed staffing establishment for the support component is attributable to the staffing changes in connection with the Conduct and Discipline Team, the Security Services Section and the Division of Administration.

Conduct and Discipline Team

	International staff: USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff	Government-provided personnel	Total
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07	—	—	1	—	—	—	—	1	1	—	2
Net change	—	—	**1**	—	—	—	—	**1**	**1**	—	2

Justification

Conduct and Discipline Team

A P-5 is proposed for the Chief Conduct and Discipline Officer, who reports to the Special Representative of the Secretary-General, as part of the same office, and who will provide a full-time, dedicated capacity to address personnel conduct issues relating to all categories of peacekeeping personnel in accordance with the policy of the Department of Peacekeeping Operations for all peacekeeping missions. The Chief Conduct and Discipline Officer will be responsible for ensuring compliance with United Nations standards of conduct; developing strategies for the prevention and identification of, and response to misconduct; providing technical advice to the Special Representative on all aspects of the Department of Peacekeeping Operations disciplinary procedures and guidelines; providing regular reports through the Special Representative to the Department and other United Nations bodies; and liaising and coordinating with other United Nations agencies, NGOs and governmental entities on conduct and discipline issues. One national General Service staff will assist the Chief Conduct and Discipline Officer. Both the P-5 and the national G-5 positions concern General Temporary Assistance positions.

Security Services Section

	International staff										
	USG -ASG	*D-2 -D-1*	*P-5 -P-4*	*P-3 -P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*Government-provided personnel*	***Total***
Approved 2005/06	—	—	—	—	—	—	8	**8**	15	—	**23**
Proposed 2006/07	—	—	—	1	—	—	9	**10**	38	—	**48**
Net change	**—**	**—**	**—**	**1**	**—**	**—**	**1**	**2**	**23**	**—**	**25**

Justification

Security Services Section

The Department of Safety and Security conducted a MINURSO and Western Sahara security assessment from 12 to 16 December 2005.

In accordance with the recommendations in the assessment report, the international staffing requirements for MINURSO's Security Section are proposed to be revised as follows:

Summary of proposed changes: international posts[1]

- One P-3 Chief Security Officer was previously part of the Office of the Chief Administrative Officer, and now is proposed to be moved to this section, reporting to the Special Representative of the Secretary-General [1 (b)]
- Creation of one new Security Officer post [2]

Previously, the post of the P-3 Chief Security Officer was located in the Office of the Chief Administrative Officer. In accordance with the policy of the Department of Peacekeeping Operations, the Section, including the Chief Security Officer, is now reporting to the Special Representative of the Secretary-General.

For 2005/06, MINURSO has been authorized one P-3 Chief Security Officer and eight Security Officers within the Security Section. The eight Security Officers include:

1 Security Officer who handles all sensitive security documentation for the Chief Security Officer, specifically, and the Security Section, in general;

1 Supervisor of the Special Investigations Unit;

1 Investigator;

1 Supervisor of the Security Information Coordination Unit (located in the Mission's Joint Mission Analysis Centre), who also serves as the Deputy Chief Security Officer;

1 Security Analyst within the Security Information Coordination Unit (located in the Mission's Joint Mission Analysis Centre);

1 Security Operations Officer, who serves in the Mission's Joint Operations Centre;

1 Supervisor of the Guard Force and Pass and Identification Unit;

1 Security Officer who assists the Supervisor of the Guard Force and Pass and Identification Unit.

During its assessment, the Department of Safety and Security validated the above-listed eight Security Officer positions. However, a number of critical security functions were not being addressed adequately. In combination with an evolving threat to MINURSO in the region, a ninth Security Officer is required to accomplish all security tasks.

The additional Security Officer will have four major tasks: produce, maintain, and update the Mission's security plan; lead in the conduct of security training; provide pre-travel Special Representative of the Secretary-General personal protection coordination with host countries; on a scheduled and periodic basis, provide security advice and support to the MINURSO Area Security Coordinator of the Tindouf area in Algeria.

With regard to security training, the ninth Security Officer will design, produce and conduct all security-related training, including threat briefings, security policy, security guidance and security procedures for the Mission's 115 international staff, 149 national staff, 23 United Nations Volunteers and, as required, the 203 military observers and 27 military contingent members. Under the direction of the Chief Security Officer, he/she will schedule other security staff, as required, to assist in training. Particular emphasis will be placed on ensuring that Area Security Coordinators (Team Sites and Tindouf) are fully competent in their accountabilities and responsibilities.

The Special Representative of the Secretary-General has no assigned personal protection unit and relies fully upon host country protection during his travels in the region (Morocco, Algeria, Mauritania and the Western Sahara). The Department of Safety and Security does not believe a dedicated Personal Protection Unit is required but considers that pre-coordination with host country officials to ensure appropriate security arrangements are in place is essential. The additional Security Officer will fulfil this task when the Special Representative travels.

Finally, the Mission has no permanent security presence in the Tindouf area. While a dedicated and permanent Security Section presence is normally not required, a scheduled and periodic presence is necessary to advise the Area Security Coordinator (the head of the Tindouf Liaison Office), assist with Area Security Management Team meetings, conduct security training, update security plans and produce any required security assessments. The same Security Officer should periodically visit Tindouf to maintain continuity and to maintain a permanent presence in times of contingency.

In accordance with the recommendations in its assessment report, the national staffing requirements for the MINURSO Security Section need to be revised as follows:

Summary of proposed changes: national posts[1]

- Creation of 23 national security posts [2]

For 2005/06, MINURSO is authorized 15 national security staff and, currently in 2005/06, employs 23 additional national guards as daily labourers/workers. The 15 national security staff members include 1 Assistant Investigator in the Special Investigations Unit and 1 Pass and Identification Clerk, 4 guard Shift Supervisors and 9 guards.

During its assessment, the Department of Safety and Security verified that a total of 38 national security staff were required and the Department determined that:

The current method of contracting (assignment of limited duration, special service agreement, day-hire) national security staff, including guards, was not conducive to providing a professional security capability; and,

Outsourcing of security guard personnel to commercial service contracts was not politically viable in the Mission area. While commercial security firms may be available in Morocco, given the mandate of MINURSO, the use of such firms in the Western Sahara territory, and especially in the politically sensitive city of Laayoune is viewed as undesirable and might result in a less-secure posture for the Mission. Finally, the practice of special service agreements and daily-hire for security guards is considered as poor management practice. In its security management report, the Department of Safety and Security strongly recommended that the MINURSO guard force be locally recruited United Nations national staff.

Of the 38 national security staff, 1 is an Assistant Investigator in the Special Investigations Unit and 1 is the single Pass and Identification Clerk in the Pass and Identification Unit.

The remaining 36 national staff provide the guard force with 4 guard supervisors, working under the supervision of the international guard force and the Pass and Identification Supervisor and his/her international assistant. The 4 guard supervisors and 32 guards are required to maintain interior (within the compound walls) guard operations 24 hours a day, 7 days a week at three major MINURSO sites. Exterior (outside the compound) security is provided by Moroccan military and police forces.

MINURSO sites that require guards include: the Mission headquarters, the Identification Commission and African Union compound, and the MINURSO Logistics Base. All three are located in Laayoune, Western Sahara. The Mission Headquarters and the Identification Commission and African Union compound each require 3 shifts of 3 guards, a total of 18. The MINURSO Logistics Base is a large compound with minimal Moroccan security presence that requires two shifts of three guards and one shift (night) of four. The MINURSO Liaison Office in Tindouf is secured by Algerian police; no local guards are required. The remaining four guards allow for shift replacements during the guards normal time off each week.

Division of Administration

	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Approved 2005/06	—	1	7	8	60	37	—	**113**	111		**224**
Proposed 2006/07	—	1	8	7	59	12	—	**87**	105	23	**215**
Net change	—	—	**1**	**(1)**	**(1)**	**(25)**	—	**(26)**	**(6)**	**23**	**(9)**

19. The net decrease of 9 posts in the proposed staffing establishment for the Division of Administration is attributable to the decrease of 4 posts in Administrative Services, 2 posts in the Finance Section, 17 posts in the General Services Section, 3 posts in Integrated Support Services, 3 posts in the Transport Section, and 3 posts in the Engineering Section, offset by the proposed increase of 1 post in the Office of the Chief Administrative Officer, 3 posts in the Personnel Section, 1 post in the Procurement Section, 2 posts in the Office of the Chief of Technical Services, 4 posts in the Logistics Support Section, 8 posts in the Aviation Section and 4 posts in the Communication and Information Technology Section after merging the Information Technology Unit with the Communications Section, detailed as follows:

Office of the Chief Administrative Officer

	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*Government-provided personnel*	***Total***
Approved 2005/06	—	1	1	1	—	3	—	**6**	1	—	**7**
Proposed 2006/07	—	1	—	3	1	1	—	**6**	2	—	**8**
Net change	—	—	**(1)**	**2**	**1**	**(2)**	—	—	**1**	—	**1**

Justification

Office of the Chief Administrative Officer

Summary of proposed changes: international posts[1]

- Abolishment of one P-4 Administrative Officer post in this office based on the actual staffing situation — the post had been loaned to the Procurement Section [4 (a)]
- One P-3 Security Officer post was previously part of this office and is proposed to be moved to the Security Section reporting to the Special Representative of the Secretary-General [1 (b)]
- Creation of one new P-3 Training Officer post [2]
- Creation of one new P-3 Budget Officer post [2]

- Creation of one new P-3 Aviation Safety Officer post [2]
- Creation of one Field Service Administrative Assistant post in this office based on the actual staffing situation — the post had been borrowed from the Communication and Information Technology Section [4 b)]
- Abolishment of two General Service Administrative Assistant posts [3]

The proposed composition of the Section is as follows:

Chief Administrative Officer	D-1
Training Officer	P-3
Budget Officer	P-3
Aviation Safety Officer	P-3
Administrative Assistant to Chief Administrative Officer	Field Service
Aviation Safety Assistant	General Service, international
Liaison and Protocol Assistant	General Service, national
Administrative Assistant	General Service, national

The P-4 Administrative Officer post has been on loan to the Procurement Section. It is proposed that this post be abolished in the Office of the Chief Administrative Officer, and instead reflected in the Procurement Office.

A new P-3 Training Officer post is proposed, the Officer will also serve as the Thematic Adviser on Gender and HIV/AIDS issues. Currently, there is no dedicated staff for these functions, which are therefore either not being performed, or are being performed on a part-time basis by staff in addition to their other existing functions. The Training Officer will develop and implement the Mission's training strategy to ensure that Mission staff maintain and upgrade the required skills and knowledge for the operation of the Mission. He/she will also be acting as the Thematic Adviser on Gender and HIV/AIDS, responsible for developing and implementing awareness strategies, and reporting to Headquarters on these issues.

The functions of the Budget Officer are currently being performed by a Field Service Budget Assistant. The level of the post was sufficient for the Mission's original structure where budget functions were located within the Finance Office, reporting to the Chief Finance Officer. However, in line with current structures in other missions, the budget functions have been relocated to the Office of the Chief Administrative Officer reporting directly to the Chief Administrative Officer. A new P-3 Budget Officer post is proposed in accordance with the current size of the Mission. He/she will be interacting with all components of the Mission to prepare Mission budget and performance reports, serve as the focal point for results-based budgeting for the support component, and monitor the implementation of the budget.

The aviation safety functions are currently also being performed by an Air Operations Assistant located in the Air Operations Section, which creates an inherent conflict of interest. In line with standard structures for other missions, the Mission proposes the establishment of a P-3 Aviation Safety Officer within the Office of the Chief Administrative Officer, thereby separating the functions of air safety and air operations. The Mission has a fleet of 3 fixed-wing and 3 rotary-wing aircraft. The Chief Aviation Safety Officer shall provide the Administration with aviation safety technical advice and expertise in order to improve the operational safety of the air operations. This goal shall be pursued through a combination of comprehensive practices of aeronautical operations, and an aviation safety accident prevention programme. The Aviation Safety Officer will be supported by an existing General Service Aviation Safety Assistant in the Office of the Chief Administrative Officer to ensure there is backup capacity for Team Site visits.

One Field Service Administrative Assistant post was borrowed from the Communication and Information Technology Section for the Office of the Chief Administrative Officer. It is proposed that that post be regularized to reflect the actual situation in the Mission. The incumbent shall assist the Chief Administrative Officer in the day-to-day administrative tasks of the office. The post is proposed as an international post, owing to the nature of the functions and the sensitivity of the information maintained.

Abolishment of two General Service Administrative Assistant posts that are no longer required.

Summary of proposed changes: national posts

- One Liaison and Protocol Assistant post was previously part of the General Services Section and now is proposed to be moved to this office [1 (b)]

One local General Service post is redeployed from the General Services Section to the Office of the Chief Administrative Officer. The functions and title of the post, which is a Liaison and Protocol Assistant, remain the same. This function involves preparation of events, workshops and official visits, and liaison with local authorities on protocol-related issues as well as issues arising out of the quality of the food and accommodation provided by the Government. Given the wide-ranging nature of the functions, the post is more appropriately located in the Office of the Chief Administrative Officer. The incumbent will also serve as an interpreter between United Nations staff and local authorities when required.

Administrative Services

	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Approved 2005/06	—	—	1	—	1	1	—	3	1	—	4
Proposed 2006/07	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	(1)	—	(1)	(1)		(3)	(1)	—	(4)

Justification

Administrative Services

Summary of proposed changes: international posts

- Abolishment of one P-5 Administrative Officer post [3]
- Abolishment of one Field Service Administrative Property Control and Inventory Unit Assistant in this section based on the actual staffing situation — the post had been loaned to the General Services Section [4 (a)]
- Abolishment of one General Service Administrative Assistant post [3]

The Office of the Chief Administrative Services is proposed to be abolished. The posts in this office have been on loan to other offices and as a result the office has in effect not been in existence. It is proposed that the existing situation in the Mission be formalized, including the direct reporting by the sections to the Chief Administrative Officer.

Summary of proposed changes: national posts[1]

- Abolishment of one national General Service post in line with abolishment of this office as explained above [3]

Finance Section

								International staff			
	USG	ASG	D-2	D-1	P-5	P-4	P-3	Subtotal	National staff	United Nations Volunteers	Total
Approved 2005/06	–	–	–	–	1	2	7	10	2	–	12
Proposed 2006/07	–	–	–	–	2	2	1	5	4	2	11
Net change	–	–	–	–	1	–	(6)	(5)	2	2	(1)

[1] Subject to approval.

Finance Section

Summary of proposed changes: international posts

- Abolishment of one P-3 Finance Officer post — conversion to Field Service [6 (a)]
- Creation of one new Field Service Finance Assistant post — conversion from P-3 Finance Officer post [6 (b)]
- Abolishment of two General Service Finance Assistant posts [3]
- Abolishment of one General Service Finance Assistant post — conversion to a national General Service post [6 (a)]
- Abolishment of two General Service Finance Assistant posts — conversion to two United Nations Volunteer posts [6 (a)]

The proposed composition of the Section is as follows:

Office of the Chief

1 P-4 Chief Finance Officer, 1 national General Service Finance Assistant

Cashier

1 General Service Finance Assistant, 1 United Nations Volunteer Finance Assistant

Payroll

1 General Service Finance Assistant, 1 national General Service Finance Assistant

Reconciliation

1 Field Service Finance Assistant, 1 national General Service Finance Assistant

Accounts

1 Field Service Finance Assistant, 1 United Nations Volunteer Finance Assistant

Taking into account the workload of the Mission and the movement of the budget functions to the Office of the Chief Administrative Officer, it has been determined that one Professional post, the Chief Finance Officer at the P-4 level, is sufficient for this Mission. Therefore, the P-5 Finance Officer post is proposed to be abolished, and instead it is proposed to add a post of senior Field Service Finance Assistant, who will be responsible for accounts. He/she will maintain ledger and accounting records of financial transactions; reconcile accounts and prepare recurring or special reports, including monthly financial statements and schedules relevant to the closing of accounts; maintain chart of accounts of the general ledger accounts and make recommendations to the Chief Finance Officer for additions/deletions; approve vouchers prepared by others; train staff members on using the Mission's accounts system. The Field Service Finance Assistant will work closely with the Chief Finance Officer and deputize in his/her absence.

Of the current eight Field Service/General Service staff, three will be maintained to deal with the other three main areas of financial activity: cashier, payroll and reconciliation. Of the five General Service posts to be abolished, one (Reconciliation Unit) will be converted to a national General Service post and two will be converted to two United Nations Volunteer posts (Accounting and Cashier's Units); thus each of the four main areas of financial activity (cashier, payroll, reconciliation and accounts) will have either one local staff or United Nations Volunteer to support the international staff in each Unit.

Summary of proposed changes: national posts

- Creation of 1 national General Service post — conversion from General Service Finance Assistant post (c (b))

As a result of the abolishment of five international General Service posts, it is proposed to create one additional post of national Finance Assistant, who will support the international Finance Assistant in the Payroll Unit in discharging his/her functions. Of the other two existing national Finance Assistant posts, one is assisting the international Finance Assistant in the Reconciliation Unit, and the other is providing administrative support for the Chief Finance Officer.

Summary of proposed changes: United Nations Volunteer posts

- Creation of one new United Nations Volunteer Finance Assistant (Cashier's) — conversion from General Service Finance Assistant post (c (b))

- Creation of one new United Nations Volunteer Finance Assistant (Accounts) — conversion from General Service Finance Assistant post (c (b))

As a result of the abolishment of five international General Service posts, it is proposed to create two new posts of United Nations Volunteer Finance Assistant, who will support the international Finance Assistant in the Cashier's Unit and the Accounts Unit, respectively, in discharging his/her functions.

Personnel Section

	International staff								*National staff*	*United Nations Volunteers*	*Total*
	USG–ASG	*D-2–D-1*	*P-5–P-4*	*P-3–P-2*	*Field Service*	*General Service*	*Security Service*	*Subtotal*			
Approved 2005/06	—	—	1	2	1	2	—	5	1	—	6
Proposed 2006/07	—	—	1	—	2	1	—	4	3	2	9
Net change	—	—	—	(1)	1	(1)	—	(1)	2	2	3

Justification

Personnel Section

Summary of proposed changes: international posts[1]

- Abolishment of one P-3 Personnel Officer post — conversion to Field Service Personnel Assistant post [6 (b)]
- Creation of one new Field Service Personnel Assistant post — conversion from P-3 Personnel Officer post [6 (a)]
- Abolishment of one General Service Personnel Assistant post — conversion to United Nations Volunteer post [6 (b)]

The proposed composition of the Section is as follows:

Office of the Chief

1 P-4 Chief Civilian Personnel Officer, 1 General Service Personnel Assistant

Human Resources

2 Field Service Human Resource Assistants, 2 national General Service Human Resources Assistants and 1 United Nations Volunteer Personnel Assistant

Travel Unit

1 United Nations Volunteer Travel Assistant, 1 national General Service Travel Assistant

With the abolishment of the Identification Commission component for the 2006/07 budget, the number of staff that the Personnel Section has to support has decreased. Therefore, two Professional posts are not required, and it is proposed that the P-3 Personnel Officer post be abolished, and instead converted to a senior Field Service Personnel Assistant post. He/she will assist the Chief Civilian Personnel Officer with day-to-day administration of the staff in the Section, and deputize in the absence of the Chief Civilian Personnel Officer. He/she provides supervision and guidance to one international Field Service Assistant, two national staff and one United Nations Volunteer. In addition, the Field Service Personnel Assistant assists the Chief Civilian Personnel Officer with special projects, panel reviews and staffing table control.

One General Service Personnel Assistant post is proposed to be abolished; and, instead, one United Nations Volunteer Personnel Assistant post be created.

Summary of proposed changes: national posts[1]

- One national General Service Travel Assistant post was previously part of the General Services Section, and now is proposed to be moved to this section [1 (b)]
- Creation of one national General Service Personnel Assistant post in this Section based on the actual staffing situation — the post had been borrowed from the Engineering Section [4 (b)]

Two national Personnel Assistants will provide clerical support to the Chief Civilian Personnel Officer, and other international Personal Assistants in the day-to-day operations of the Personnel Section. The national staff assist the international staff with routine Human Resources work, such as issuance of letters of appointment, personnel actions, certificates, ID cards, data input in Field Personnel Management System (FPMS), filing and translation of Arabic documents. One national Personnel Assistant will support the United Nations Volunteer Travel Assistant when required.

Summary of proposed changes: United Nations Volunteer posts[1]

- Creation of one new United Nations Volunteer Personnel Assistant post — conversion from international General Service Personnel Assistant [6 (b)]
- Creation of one new United Nations Volunteer Travel Assistant [2]

Two new United Nations Volunteer posts are proposed. One United Nations Volunteer Personnel Assistant will assist the Personnel Section to carry out all aspects of the Human Resources work under the delegation of authority from the Personnel Management and Support Services, which include recruitment of national staff and administration of all entitlements and benefits accorded to the national staff. He/she will support the Chief Civilian Personnel Officer in special projects, statistical reports and panel reviews.

The Travel Unit functions, currently performed by the General Services Section, will be distributed between the Civilian Personnel Section and the Aviation Section to help to streamline travel arrangements for staff as follows: travel requests originate from the Personnel Section, while it is processed in the Travel Unit, located in the General Services Section. Frequently, travel plans need to be amended after the original request, and so the documentation is processed between the two Sections. Furthermore, travel funds are allocated to the Personnel cost centre, and not the General Services cost centre, resulting in further difficulties in the processing of travel authorizations. By bringing the Travel Unit within the Personnel Section, the entire process from generation to finalization of the travel authorization will be completed in the same Section.

For this purpose, a United Nations Volunteer Travel Assistant post is proposed in the Personnel Section. He/she will provide services related to official travel to both military and civilian staff.

General Services Section

	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Approved 2005/06	—	—	1	1	3	4	—	9	24	—	**33**
Proposed 2006/07	—	—	1	—	4	1	—	6	9	1	**16**
Net change	—	—	—	**(1)**	1	**(3)**	—	**(3)**	**(15)**	1	**(17)**

Justification

General Services Section

Summary of proposed changes: international posts[1]

- Abolishment of one P-3 General Services Claims Officer post — conversion to Field Service Claim Assistant post [6 (a)]
- Creation of one Field Service Claims Assistant post — conversion from P-3 General Services Claims Officer post [6 (b)]
- Creation of one Field Service Property Control and Inventory Unit Assistant post in this section based on the actual staffing situation — the post had been borrowed from the Administrative Services Section [4 (b)]

- One Field Service Facilities Management Assistant post was previously part of this section and it is now proposed to move it to the Engineering Section [1 (b)]

- Abolishment of two General Service Administrative Assistant posts — one is converted to a national General Service Claims Assistant post, and the other converted to a national General Service Mail and Pouch Assistant post [6 (a)]

- One international General Service Accommodation and Camp Management Assistant post was part of this section and now is proposed to be moved to the Engineering Section [1 (b)]

The proposed composition of the Sction is detailed as follows:

Office of the Chief

1 P-4 Chief General Services Officer and 1 national General Service Administrative Asistant

Claims, Local Property Survey Board and Claims Review Board Unit

1 Field Service Claims Supervisor and 1 national General Service Assistant

Property Control and Inventory Unit

1 Field Service Property Control and Inventory Supervisor, 3 Assistants (1 Field Service and 2 national General Service Assistants)

Mail and Pouch Unit

1 international General Service Mail and Pouch Supervisor and 2 national General Service Assistants

Receiving and Inspection Unit

1 Field Service Receiving and Inspection Supervisor and 2 national General Service Assistants

Asset Disposal Unit

1 United Nations Volunteer Asset Disposal Assistant and 1 national General Service Asset Disposal Assistant

Office of the Chief: no change

Claims, Local Property Survey Board and Claims Review Board Unit

The Unit supports the work of the Local Property Survey Board and Claims Review Board in terms of preparation until finalization of the recommendations, including serving as secretary to these boards. The Unit currenly consists of one P-3 Claims Officer post and one international General Service Claims Assistant post. For a mission of this size, this composition is considered too high; therefore it is proposed that the P-3 post be abolished and converted to a Field Service Claims Assistant post, and the General Service Claims Assistant post be abolished and converted to a national post.

Property Control and Inventory Unit

The Property Control and Inventory Unit has insufficient resources, with, currently, one Field Service and two national Property Control and Inventory Assistant posts. The Property Control and Inventory Unit is responsible for the management and verification of United Nations property consisting of over 7,000 non-expendable assets, with a value of over US$ 28 million, distributed around 12 different locations (Laayoune, Dhakla, Tindouf, and 9 team sites), with a total of 14 facilities (one facility in each of the 12 locations, plus two additional facilities in Laayoune, the Logistics Compound Laayoune and the Airport Cargo Terminal) throughout the Mission area. Furthermore, as national staff cannot travel across the berm for political reasons, an additional international staff is required to provide backup support for the Property Control and Inventory Unit Supervisor when he/she travels across the border for verification of assets (travel occurs every six weeks). Over one third of Mission

assets are not accessible to national staff because of their location in proximity to the berm. Until now, the Mission has had difficulty coping with the lack of sufficient support, and, taking into account Mission strength, locations, assets and financial figures, one additional Field Service Property Control and Inventory Unit Assistant post is proposed to support the Unit Chief.

Mail and Pouch Unit

Currently, this Unit comprises 2 international General Service Mail Assistants, which is considered excessive for a mission of this size. In view of the confidentiality of the pouch service, it is recommended that the Unit be supervised by an international General Service staff member; however, the other General Service Mail Assistant post can be abolished, and converted to a national General Service Mail Assistant post.

Receiving and Inspection Unit: no change

Asset Disposal Unit (new Unit)

This is a new Unit, in accordance with the 2004 policy of the Department of Peacekeeping Operations on asset disposal functions. The Unit is proposed to consist of 1 United Nations Volunteer Asset Disposal Assistant and 1 national General Service Asset Disposal Assistant.

Units redeployed to other offices:

Accommodation and Camp Management moved to the Engineering Section

Accommodation and Camp Management functions are distributed between General Services and Engineering, especially as far as repair and maintenance of buildings is concerned. In General Services, these functions are being performed by 1 Field Service, 1 international General Service and 1 national General Service staff. It is proposed to move the entire Accommodation and Camp Management Unit to the Engineering Section (see below).

Travel and Shipping Unit (moved to Personnel Section and Aviation Section)

All travel and shipping functions are currently performed in the General Services Section. It is proposed that to streamline work processes and in line with current trends in other missions, the Travel and Shipping/Traffic Unit will be removed from the General Services Section and divided into two cells. A Travel Cell will be moved to the Personnel Section and a Shipping/Traffic Cell to the Aviation Section.

Summary of proposed changes: national posts

- One national Travel Administrative post was previously part of this section, and it is now proposed to move it to the Personnel Section [1 (b)]
- One Liaison and Protocol Assistant post was previously part of this section and it is now proposed to move it to the Chief Administrative Officer's office [1 (b)]
- Creation of one Claims Assistant post — conversion from one international General Service post [6 (b)]
- Creation of one Mail and Pouch Assistant post — conversion from one international General Service post [6 (b)]
- Creation of one new national General Service Asset Disposal Assistant post [2]
- Abolishment of 14 national General Service posts [3]

- One Supply and Asset Management Assistant post was previously part of this section, and it is now proposed to move it to the Logistics Support Section [1 (b)]

- One General Service post of Accommodation and Camp Management Assistant was previously part of this section, and it is now proposed to move it to the Engineering Section [1 (b)]

It is proposed that 14 national posts for handyman and cleaner functions be abolished and that these functions be outsourced to private companies available in the Mission area.

Summary of proposed changes: United Nations Volunteer posts[1]

- Creation of one United Nations Volunteer Asset Disposal Assistant post [2]

Currently, the logistics and supply functions are not centralized in the Mission and some tasks are performed in the General Services Section. It is proposed that supply and asset management functions be moved to the Logistics Section, while the asset disposal functions be maintained in the General Services Section under a new Asset Disposal Unit to prevent a conflict of interest with Logistics asset holding and management function.

A new Asset Disposal Unit is proposed in accordance with the 2004 policy of the Department of Peacekeeping Operations on property disposal functions. The Department has instructed all missions to establish separate property disposal functions to address the repeated issues raised by legislative and oversight bodies on delays in disposition of United Nations property. Prior to 2004, a dedicated capacity for property disposal did not exist in most missions. In MINURSO, while the post was not available, the duties were temporarily assigned to an existing supply assistant. It was an interim measure and did not meet the Mission's needs. Property disposal functions cannot be co-located with any of the self-accounting Units (assets holders) because of a conflict of interest. In that respect, it is similar to the separation of the Property Control and Inventory Unit from the asset holders to ensure proper control mechanisms.

Furthermore, owing to the complicated local regulations regarding disposal of assets, and given that MINURSO has been in operation in excess of 14 years, the Mission has a significant amount of assets pending disposal, requiring the need for the dedicated capacity. The Asset Disposal Unit would also be responsible for the disposal of hazardous waste in an environmental safe and timely manner.

The Chief of General Services will give guidance and training for the United Nations Volunteer disposal assistant, who will be supported by 1 national staff.

Procurement Section

	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Approved 2005/06	—	—	—	1	2	2	—	5	2	—	7
Proposed 2006/07	—	—	1	1	2	2	—	6	2	—	8
Net change	—	—	1	—	—	—	—	1	—	—	1

Justification

Procurement Section

Summary of proposed changes: international posts[1]

- Creation of one P-4 Chief Procurement Officer post based on the actual staffing situation — the post had been borrowed from the Office of the Chief Administrative Officer [4 (b)]
- Abolishment of one P-3 Procurement Officer post [3]
- Creation of one P-2 Associate Procurement Officer post based on the actual staffing situation — the post had been borrowed from the Office of Political Affairs [4 (b)]

The proposed composition of the Section is detailed as follows:

Office of the Chief

1 P-4 Chief Procurement Officer, 1 national General Service Administrative Assistant

Contracts Unit

1 P-2 Associate Procurement Officer, 4 Procurement Assistants (2 Field Service, 2 General Service) and 1 national General Service Procurement Clerk

The Procurement Section has two main areas of activity: (a) major contracts, dealing with, but not limited to, fresh food and rations, water, freight forwarding services, cleaning and security services, landing and navigation, lease of premises, travel, medical and fuel; and (b) all other contracts, dealing with, but not limited to, vehicle insurance, tires, long-term agreements for telephone and satellite equipment, spare parts, engineering and construction work.

The Procurement Section reports directly to the Chief Administrative Officer and is proposed to be headed by one P-4 Procurement Officer managing a team of five international and two local staff. The Procurement Section is currently headed by a chief at the P-4 level on a post borrowed from the Office of the Chief Administrative Officer, although the authorized post of Chief Procurement Officer is at the P-3 level. A comparative analysis of the responsibilities and accountabilities of different section chiefs in the Mission at the P-4 level led to considerations that the function of the Chief Procurement Officer warrants a P-4 level, as a result of which the P-3 Procurement Officer post will be abolished. The Chief Procurement Officer plans, develops and manages the procurement and contracting activities of the Procurement Section involving multi-million-dollar expenditures for local procurement action of a broad range of commodities and services as requisitioned by the various sections such as the Air Operations, General Services, Transport and Communications and Information Technology. A P-4 Procurement Officer also has delegated authority up to $75,000, while a P-3 Procurement Officer has authority only up to $50,000, which can enable the Mission to procure the required items and services for the operation without delays.

The increasing delegation of procurement functions to the field has created additional workload, especially over the past years, with more than 1,600 purchase orders required annually. The Chief of Section is the only one with authority to purchase above $75,000. To increase this capacity as well as the need for Professional staff to undertake supervision of major contracts, it is proposed that the existing P-2 post borrowed from the Office of Political Affairs be regularized as a new P-2 Associate Procurement Officer post.

The P-2 Associate Procurement Officer will be responsible for the major contracts. The incumbent is also to act as Officer-in-Charge in the absence of the Chief Procurement Officer. The requirement for a second Professional staff in the Procurement Section, apart from the Chief Procurement Officer, is measured not solely in terms of the quantity of the workload, but also in terms of the complex nature of the types of contracts that have to be carried out.

Chief Technical Services (previously Integrated Support Services)

	International staff										
Integrated Support Services	*USG–ASG*	*D-2–D-1*	*P-5–P-4*	*P-3–P-1*	*Field Service*	*General Service*	*Security Service*	**Subtotal**	*National staff*	*United Nations Volunteers*	*Total*
Approved 2005/06	—	—	1	—	—	1	—	2	1	—	3
Proposed 2006/07	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	**(1)**	—	—	**(1)**	—	**(2)**	**(1)**	—	**(3)**

	International staff										
Chief Technical Services	*USG–ASG*	*D-2–D-1*	*P-5–P-4*	*P-3–P-1*	*Field Service*	*General Service*	*Security Service*	**Subtotal**	*National staff*	*United Nations Volunteers*	*Total*
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07	—	—	1	—	—	—	—	1	1	—	2
Net change	—	—	**1**	—	—	—	—	**1**	**1**	—	2

Justification

Chief Technical Services (previously Integrated Support Services)

Summary of proposed changes: international posts

- Abolishment of one General Service post [(3)]

It is proposed that the name of the Office of the Chief of Integrated Support Services be changed to Chief of the Technical Services Office. The functions of the Office and its staff remain largely unchanged. The reason for the name change is that integrated support services are established in missions with a significant military component, whereas in MINURSO the technical civilian components for the most part provide support to the military observers and civilian police in addition to civilian staff. The Chief of the Technical Services Office reports directly to the Chief Administrative Officer and is headed by 1 P-5 Chief of Technical Services. The incumbent shall provide leadership and technical guidance to five sections of the support component: Logistics, Communication and Information Technology, Transport, Engineering and Aviation, as well as act as deputy to the Chief Administrative Officer. In addition, she/he will ensure that all the team sites and substantive civilian staff are provided with undisrupted technical services.

One international General Service post is abolished. One local assistant is sufficient to support the Chief Technical Services.

Logistics Support Section

	International staff										
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-2	Field Service	General Service	Security Service	Subtotal	National staff	United Nations Volunteers	Total
Approved 2005/06	—	—	—	1	2	1	—	4	5	—	9
Proposed 2006/07	—	—	—	1	2	1		4	8	1	13
Net change	—	—	—	—	—	—	—	—	3	1	4

Justification

Logistics Support Section

International posts: no changes

The composition of the Section is detailed as follows:

Office of the Chief

1 P-3 Chief Logistics Officer

Supply and Asset Management Unit (including Special Equipment Cell)

1 Field Service Logistics Assistant, 1 General Service Warehouse and Asset Manager and 6 national General Service Logistics Assistants

Contracts Management Cell

1 Field Service Contracts Management Assistant and 1 national General Service Administrative Assistant

Food Rations Cell

1 United Nations Volunteer Rations Assistant and 1 national General Service Rations Assistant

The Logistics Unit reports directly to the Chief of Technical Services and is headed by 1 P-3 Chief Logistics Officer. The section consists of three main areas: (a) Supply and Asset Management Unit; (b) Contracts Management Cell; and (c) Food Rations Cell. The Supply and Asset Management Unit (part of whose functions were previously performed in the General Services Section) will also incorporate the Special Equipment Cell that is redeployed from the Communications and Information Technology Section. In order to react to the requirement of the team sites and other locations of the Missions immediately, it is more beneficial for the Mission to have the Special Equipment Unit in the Logistics Section. Having the Special Equipment Cell in the Logistics Unit will reduce the paperwork as well as provide the Mission with the required items in less time. Scrutiny of the legitimacy of the requirement will also be done in one section.

Summary of proposed changes: national posts[1]

- One national General Service Supply and Asset Management Assistant post was previously part of the General Services Section, and now is proposed to be moved to this section [1 (b)]
- Creation of one new national General Service Supply and Asset Management Assistant [2]
- Creation of one new national General Service Warehouse Logistics Assistant — regularization of an Individual Contractor [5]

In order to prevent conflict of interest, it is proposed that the supply and asset management functions be separated from the asset disposal functions. Therefore, supply and asset management functions are moved from the General Services Section to the Logistics Section. Furthermore, supply and asset management functions for special equipment have also been transferred from the Communication and Information Technology Section to the Logistics Section. Therefore, one additional General Service Supply and Asset Management post has been proposed.

An additional national Warehouse Assistant post is proposed to support one existing international General Service Warehouse and Asset Manager. Given the resupply routes, the Logistics Complex has been established in Laayoune, which serves as the primary reception point for all supply items for the Mission. The Warehouse Assistant organizes the receipt and issuance of all expendable and non-expendable items to staff in Laayoune and at the Team Sites. The Logistics Assistant supports asset management functions, raises requisitions for supply items and provides statistics.

Summary of proposed changes: United Nations Volunteer posts[1]

- Creation of one United Nations Volunteer Rations Assistant [2]

The supervision of the Food Cell was previously performed by a "double-hatted" Field Service Logistics Assistant; however, the existing arrangements are not sufficient to meet the needs of the Mission. Given the increased responsibility of the Supply and Asset Management Unit to be responsible for the Special Equipment, it is proposed that an additional dedicated capacity for the Food Rations Cell be created. A United Nations Volunteer post is considered sufficient, which would be supervised by the Chief of the Logistics Section, and would be supported by an existing national General Service Rations Assistant.

Aviation Section (previously the Movement Control/Air Operations Section)

	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Approved 2005/06	—	—	—	1	6	1	—	**8**	8	—	**16**
Proposed 2006/07	—	—	1	—	8	—	—	**9**	11	4	**24**
Net change	—	—	1	(1)	2	(1)	—	**1**	3	4	**8**

Justification

Aviation Section (previously the Movement Control/Air Operations Section)

Summary of proposed changes: international posts[1]

- Reclassification of one P-3 Chief Aviation Officer to P-4 [6 (c)]
- Creation of one Field Service Movement Control Assistant in this section based on the actual staffing situation — the Field Service post replaces an international General Service post that had been borrowed from the Civilian Police Commissioner's Office [4 (b)]
- Creation of one Field Service Aviation Fuel Assistant [2]
- Abolishment of one General Service Movement Control Assistant — conversion to United Nations Volunteer [6 (a)]

The name of the Section has been changed from "Movement Control/Air Operations Section" to "Aviation Section", since it is broader and includes the functions of fuel and shipping, which are different from air operations and movement control.

The proposed composition of the Section is detailed as follows:

Office of the Chief

1 P-4 Chief Aviation Officer

Air Operations

1 Field Service Air Operations Supervisor, 1 Field Service Air Cargo Assistant, 2 United Nations Volunteer Air Operations Assistants (1 Technical Compliance/Contract Management Officer and 1 Planning Officer) and 3 national General Service Flight Following Assistants

Movement Control

3 Field Service Movement Control Assistants (1 Supervisor, 1 Passenger Booking Assistant, 1 Passenger Checking Assistant), 1 United Nations Volunteer Air Terminal Assistant and 5 national General Service Handling/Packing Assistants

Fuel

1 Field Service Fuel Supervisor, 1 United Nations Volunteer Fuel Assistant and 2 national General Service Fuel Assistants

Shipping

1 Field Service Shipping Supervisor and 1 Field Service Shipping Assistant, and 1 national General Service Shipping Assistant

The Aviation Section will report directly to the Chief of Technical Services and is headed by one P-4 Chief Aviation Officer managing a team of 8 international and 11 national staff plus 4 United Nations Volunteers. The Section consists of four Units: Air Operations; Movement Control; Shipping; and Fuel. The Chief Aviation Officer is responsible for the management of 3 fixed-wing and 3 rotary-wing air assets. Given the responsibility, accountability and complexity of operations, and in accordance with the policy of the Department of Peacekeeping Operations, the post of head of section has been requested at the P-4 level. The Chief Aviation Officer is responsible for coordinating and executing all aspects of air movements and transport operations in the most secure, efficient, expeditious and cost-effective manner.

The Movement Control Unit is responsible for the overall movement control operation, to plan, prioritize and coordinate among all units in the Mission for the transportation of cargo (including movement of dangerous goods) and passengers inside and outside the Mission area. The Unit is responsible to facilitate the movement and delivery of personnel and cargo to and from 12 locations throughout the Mission (9 team sites, Tindouf, Dhakla and Laayoune), plus receiving/sending personnel/cargo arriving from/dispatching to outside Mission area. The current strength of two international and five national staff is not sufficient. An additional Field Service Movement Control Assistant post is required to support the activities of the Movement Control Section. It is proposed that the General Service post borrowed from the Office of the Civilian Police Commissioner be regularized at the Field Service level. Air activity commences early in the morning and is not completed until late at night, and the Unit therefore operates on a shift basis. The Movement Control Assistant also undertakes regular visits to all nine Team Sites and Tindouf to monitor movement control related issues. Owing to the political situation, international staff also cover the flight monitor and load checker duties within and outside the Mission area, especially on the other side of the berm. In the past, the Mission has at times relied on the support of military observers. However, given the reorganization in the Military Division, this ad hoc arrangement cannot continue, and back-up capacity is required in the form of one additional Field Service post. It is also proposed that one General Service Movement Control Assistant post be converted to a United Nations Volunteer post.

The Aviation Fuel Unit is performing all matters concerning storage, handling, distribution, quality control of petroleum oil and lubricants and maintenance of fuelling equipment of MINURSO. One Field Service Aviation Fuel Assistant, one United Nations Volunteer Fuel Assistant and two national Fuel Assistants are newly proposed. The Section is responsible for implementation of control measures in all matters concerning the procuring, budgeting, accounting for, construction of ground and aviation fuel installations, storage, handling, distributing, quality control of petroleum oil and lubricants and maintenance of fuelling equipment of MINURSO. The petroleum, oil and lubricants supervisor coordinates with the Chief Aviation Safety Officer all relevant safety controls to reduce potential hazards related to fuel operations, especially in the regions. Procedural checklist is briefed to all newcomers, who will subsequently be involved in monitoring and handling of aviation fuel, like the air crews and United Nations military observers.

Summary of proposed changes: national posts

- Creation of one new national Movement Control Assistant — regularization of individual contractor [5]
- Creation of two new national Aviation Fuel Assistants — regularization of individual contractors [5]

The Movement Control and Fuel Sections have been understaffed and relying on support from individual contractors. In accordance with General Assembly decisions, it is proposed that the existing structure be formalized through three additional national staff posts.

Under the supervision of the Chief of the Movement Control Section, the Movement Control Cargo Assistant is responsible for the loading/unloading of items with the help of airport loader staff according to the cargo manifests, and receiving and verifying the movement of passengers accordingly. The assistant is accountable for maintaining files with all records regarding the movement of cargo/dangerous goods in addition to ensuring that boarding and unboarding procedures are followed at all times according to the IATA, ICAO and local regulations, and reporting accordingly to the Chief of Movement Control. The staff member is responsible for coordinating the storage of luggage and cargo at the airport hangar and performing the duties of flight monitor and load checker as well.

The two national Aviation Fuel Assistants are responsible for the following: to perform duties and responsibilities defined in the Fuel Operations Manual for daily and weekly operational quality control and maintenance checks, on a rotation basis; perform all quality control checks of aviation fuel and report discrepancies and record all results; assist the international staff operational requirement in the regions, when

necessary; prepare weekly fuel consumption, accounting and inventory control; conduct inspection of aviation fuel storage facilities in all team sites; and process all aviation fuel, oil and lubricant invoices received for certification and further submission for payment.

Summary of proposed changes: United Nations Volunteer posts

- Creation of one United Nations Volunteer Technical Compliance/Contract Management/Budget Assistant [2]
- Creation of one United Nations Volunteer Aviation Planning Assistant — to replace an air force member from a Member State who had served MINURSO [5]
- Creation of one United Nations Volunteer Movement Control Assistant — conversion from international General Service [6 (b)]
- Creation of one United Nations Volunteer Aviation Fuel Assistant [2]

The Aviation Section has been understaffed and requires additional posts to carry out its functions. Of the four new United Nations Volunteer posts proposed, one is a conversion from an international General Service post, and another is to replace an Army Officer from a Member State. In the area of air traffic control, MINURSO is currently relying on the assistance of two Royal Moroccan Army Officers, who are taken into account as part of Morocco's voluntary contributions to the Mission. Given the sensitive nature of planning and monitoring of air movements, air traffic control functions need to be completely within MINURSO's supervision. Therefore, a United Nations Volunteer Aviation Planning Assistant post is proposed. MINURSO would thus not require the assistance of the Royal Moroccan Army Officers. One Royal Moroccan Army Officer will be maintained as a liaison with local authorities, to assist the Mission on Rescue and Search Operations, if required.

Two United Nations Volunteer posts are proposed for the Air Operations Unit, to support the existing two Field Service staff in the Unit. One United Nations Volunteer Technical Compliance/Contract Management/Budget Assistant will be responsible for technical compliance, contract management, and budgeting functions. His/her duties will include aviation technical compliance and inspections/performance evaluation reports, which are an integral part of the quality assurance programme of the Department of Peacekeeping Operations, and which are submitted to the Air Transport Section in New York. The staff member will also collate all information on aircraft flight hours, passenger, cargo and fuel each month for a report to be sent to the Air Transport Section. He/she will also be the focal point for the Aviation Section budget preparation.

The second United Nations Volunteer post, the Aviation Planning Assistant (to replace the Royal Moroccan Army Officer, indicated above), for the Air Operations Unit will support the Air Operations Officer in the planning, tasking, coordination and monitoring of air operations activity in the Mission area. The main duties of the staff member will be the following: (1) monitor all aircraft movements tasked by MINURSO to ensure that all flights are executed safely, according to the daily flight schedule issued; (2) provide the Air Operations Officer with updated information about MINURSO aircraft movements within/outside the Mission area; (3) plan and issue the daily flight schedule and other documents regarding execution of the air operations according to the requirements/requests received from different Units of the Mission, ICAO, United Nations and national regulations, taking into consideration flight safety and cost efficiency; (4) coordinate with local authorities plans and execution of all MINURSO flights according to the daily flight schedule; (5) coordinate and obtain flight clearances within/outside the Mission area, when necessary; (6) monitor execution of aviation contracts and compliance with the contract terms; (7) provide estimated cost of MINURSO flights and flights outside the Mission area, in accordance with the United Nations Air Operation Manual; and (8) activate CASEVAC/MEDEVAC, Search and Rescue Plan, when necessary.

One United Nations Volunteer Movement Control Assistant post is proposed for the Movement Control Unit. The Air Movement Control Assistant will be the focal point for all matters related to airfields, runways, helicopter landing sites of 12 runways and 15 helicopter landing sites. In coordination with the Mission's Engineering Section, the Movement Control Assistant is responsible for serviceability, including marking, of all MINURSO landing strips and helipads.

One United Nations Volunteer Fuel Assistant post is proposed for the Fuel Unit (for justifications please also refer above, under international posts). This will be one of two non-national staff in the Unit, required to perform and monitor quality control of aviation fuel and equipment, because owing to the political situation in the Mission area, national personnel cannot travel to the eastern side of the berm, where team sites are located. Under the direct supervision of the Petroleum, Oil And Lubricants Supervisor, the Petroleum, Oil And Lubricants Assistant is responsible for the following: (1) liaison with the supplier's administration prior to the uplifting/delivery of aviation fuel; (2) conduct inspection of aviation fuel storage facilities in all team sites; (3) perform periodic fuel testing and ensure compliance with the fuel specifications; (4) coordinate with the Procurement and Transport Section regarding the provision and delivery of aviation fuel; (5) prepare team sites delivery plan, receiving, as well as reordering and dispatching of aviation fuel in bulk for the team sites stock; (6) conduct crew rotation briefings on the designated aircraft refuelling point, refuelling safety precautions and procedures; and (7) conduct periodic United Nations military observer training regarding command and control of the fuel facility in the team site.

Communication and Information Technology Section

Information Technology Unit (Moved into Communication and Information Technology Section in 2006/07)	International staff										
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff	United Nations Volunteers	Total
Approved 2005/06	—	—	—	1	2	1	—	4	2	—	6
Proposed 2006/07	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	(1)	(2)	(1)	—	(4)	(2)	—	(6)

Communications Section (Moved into Communication and Information Technology Section in 2006/07)	International staff										
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff	United Nations Volunteers	Total
Approved 2005/06	—	—	—	—	17	3	—	20	8	—	28
Proposed 2006/07	—	—	—	—	—	—	—	—	—	—	—
Net change	—	—	—	—	(17)	(3)	—	(20)	(8)	—	(28)

Communication and Information Technology Section (Communications + Information Technology)	International staff										
	USG-ASG	D-2-D-1	P-5-P-4	P-3-P-1	Field Service	General Service	Security Service	Subtotal	National staff	United Nations Volunteers	Total
Approved 2005/06	—	—	—	—	—	—	—	—	—	—	—
Proposed 2006/07	—	—	1	1	13	1	—	16	18	4	38
Net change	—	—	1	1	13	1	—	16	18	—	38

Justification

Communication and Information Technology Section

Summary of proposed changes: international posts

- Creation of one P-4 Chief Communication and Information Technology Section Officer – conversion from Chief Communication and Information Technology Section Officer Field Service post [6 (b)]
- Abolishment of one Field Service Chief Communication and Information Technology Section Officer post – conversion to P-4 Chief Communication and Information Technology Section Officer post [6 (a)]
- Abolishment of three Field Service posts – conversion to United Nations Volunteer posts [6 (a)]
- One Field Service Information Technology Assistant was previously reflected as part of this section, and it is now proposed to present it in the Tindouf Liaison Office for better transparency [1 (a)]

- Abolishment of three General Service posts — conversion to three national General Service posts [6 (a)]
- Abolishment of the Field Service Administrative Assistant post in this office based on the actual staffing situation — the post had been loaned to the Office of the Chief Administrative Officer [4 (a)]

The proposed composition of the Section is detailed as follows:

Office of the Chief

1 P-4 Chief Communications and Information Technology Officer and 1 national General Service Administrative Assistant

Communications Unit: comprising Communication Centre

3 Telecommunications Assistants (2 Field Service and 1 United Nations Volunteer), 1 Field Service Radio Operator and 3 national General Service Switchboard Operators; Radio Technicians: 1 Field Service Telecommunications Assistant, 9 Radio Technicians (4 Field Service, 2 United Nations Volunteers and 3 national General Service) and 1 Field Service Office Equipment Technician; and Billing: 2 national General Service Billing Assistants

Information Technology Unit: comprising Office of Chief of Information Technology

1 P-3 Chief Information Technology Officer and 1 national General Service Office Assistant; Information Technology Unit: 3 System Administrators (1 Field Service, 1 United Nations Volunteer and 1 national General Service), 2 Network Administrators (1 General Service and 1 national General Service), 3 Helpdesk Assistants (1 Field Service and 2 national General Service); Information Technology Workshop: 2 Information Technology Assistants (1 Field Service and 1 national General Service)

Communication and Information Technology Section Assets Management Unit: comprising 4 Material and Assets Assistants

(1 Field Service and 3 national General Service)

Previously, the Communications Section and the Information Technology Unit were separate. In accordance with the policy of the DPKO, it is proposed that these two Sections be joined. In the previous structure, the smaller Information Technology Unit was headed by a P-3 post, while the larger Communications Section was headed by a Field Service post. The policy of integrating the Information Technology Section and the Communications Section within one Section, and under a single Chief Communication and Information Technology Section has been the mode of operation already adopted by all peacekeeping and political missions, including offices away from Headquarters (commissions and agencies) worldwide. Among various advantages, the integration of Information Technology and Communication under one umbrella allows for the implementation of a common plan to develop, install and maintain Mission Communication and Information Technology requirements. The Chief of the Communication and Information Technology Section plays a major role in the planning, development and execution of the communications and Information Technology infrastructure installed throughout the Mission area. The integrated management of 13 satellite Earth stations, 476 computers and laptops, 28 servers and application systems cannot be dealt with by separate units of communications and Information Technology. Nowadays, the technology itself is interrelated and one cannot separate communication from Information Technology and vice versa. Currently, the functions of Chief of the Communication and Information Technology Section are performed by an officer-in-charge of the Communication and Information Technology Section (the Chief Communications Officer-FS-6). However, the management of the two units has not been effective without a proper and authorized post of Chief of the Communication and Information Technology Section at the P-4 level. The Mission, when communications and Information Technology were separated, faced several difficulties in the provision of services and network security. Without proper management and coordination, Mission network security is at risk and duplication of functions will result in

more expenditure. Communication and Information Technology is a key element in the security of staff. The global Communication and Information Technology strategy to secure the communication and information technology network requires a focal point, a planner and manager of this strategy.

Main benefits of the merger of the two sections, in accordance with the policy of the Department of Peacekeeping Operations, will be as follows:

1. Better coordination for budget planning to avoid duplication;

2. Better coordination of planning of technical projects and maintenance, including sharing human resources during periods of leave and for special projects and labour-intensive projects;

3. Increased efficiency and effectiveness in administrative functions such as leave coordination, attendance reporting, staff movement;

4. Integration of stores facilities and personnel both for physical storage and inventory/write-off;

5. A single collection point for consumables such as printer toner, copier toner and floppy disks and CDs;

6. The functions of the two sections have become closer in nature, in areas such as transmission of electronic data over communication links and hard wiring cabling for Local Area Network.

It is proposed that the new Communications and Information Technology Section be headed by a new P-4 Communication and Information Technology Section Chief, and assisted by a P-3 Information Technology Officer. In accordance with the report of the Office of Internal Oversight Services of 31 March 2004 the post of Field Service Chief of Communication and Information Technology Section should be upgraded to P-4 to ensure the appropriate level of authority of the Chief, who should integrate and optimize the use of resources of the communications and Information Technology components, managing a team of 15 international staff, 18 national staff and 4 United Nations Volunteers.

Over the last 10 years, a considerable number of new communications and Information Technology technologies have been introduced in the Mission: Satellite Communications, Digital Telephone Services, HF and VHF communications new technologies, e-mail and Internet, thus resulting in a significant increase in the responsibilities of the Chief of the Communication and Information Technology Section. The incumbent is to ensure availability of good quality voice and data communications for the Mission for 12 separate locations throughout the Mission area. The Communication and Information Technology Section will report directly to the Chief of Technical Services.

Seven Field Service/General Service Communication and Information Technology Section Assistant posts are proposed to be abolished and converted to national/United Nations Volunteer posts.

Summary of proposed changes: national posts

- Creation of three Communication and Information Technology Section Assistant national General Service posts — conversion from three international General Service posts [6 (b)]

- Creation of one national Information Technology Assistant in Information Technology Unit — regularization of Individual Contractor [5]

- Creation of one national Information technology Assistant in the Information Technology Workshop — regularization of Individual Contractor [5]

- Creation of one national Material and Asset Management Assistant — regularization of individual contractor [5]

- Creation of one national Administrative Assistant — regularization of Individual Contractor [5]
- Creation of one national Switchboard Operator Assistant — regularization of Individual Contractor [5]

The Mission proposes conversion of three General Service posts to national posts, since there is sufficient local capacity in this area, and it will also support transfer of capabilities to nationals. Five additional posts are proposed to be created, which are required to remove the Mission's reliance on individual contractors.

One national IT Assistant will support one international General Service Network Administrator in the daily operation of the network and also in the maintenance of the network infrastructure and execute network cabling upgrades as required. The Mission is operating and maintaining 18 Local Area Networks in various locations. The Mission requires a network assistant to assist the network administrator in the maintenance and daily operation of the different LANs throughout the Mission area. The network assistant will monitor network traffic and availability, will detect failure and act promptly to solve it and re-establish network services. He/she will execute network-cabling tasks, install and configure network devices and assist the network administrator in updating network diagrams and documentation. The network assistant will also be responsible for the daily backup of the Mission corporate data.

One national IT Assistant for the IT Workshop will assist one Field Service IT Workshop Assistant in the installation, repair, and maintenance of the entire Mission's hardware: computers, printers, uninterruptible power supply (UPS) batteries, various add-on cards and other peripherals, help the workshop supervisor install and configure all Mission software on new computers and store and organize image templates for each model for duplication and distribution and also assist in technical support and participate in maintenance trips to the team sites regularly. The harsh desert weather conditions of the Mission area affect considerably the electronic and mechanical parts of the IT equipment in use such as computers, monitors and printers. The workshop assistant will maintain and troubleshoot various hardware problems, repair or replace various parts such as hard disk drives, floppy disk drives, CD drives, RAM modules, Video Cards, power supply units, and UPS batteries. He/she will also perform preventive maintenance and virus disinfections for computers, printers and other IT equipment.

One additional national Material and Assets Assistant will support the Field Service Material and Assets Assistant in providing Asset Management services.

One national Administrative Assistant will support the Chief of the Communication and Information Technology Section in all administrative tasks, including assisting the Chief in his day-to-day work in the area of planning schedules, organizing the office, drafting communications, coordinating and organizing administrative information for the Section, liaising with other Sections to process and solve day-to-day administrative matters. He/she will establish, maintain and update files, databases, records and other documents related to the Section activities. He/she will schedule and coordinate meetings, appointments and other similar events, compose and edit correspondence, transcribe, edit and distribute agendas and minutes of meetings.

Summary of proposed changes: United Nations Volunteer posts

With the abolishment of four international Field Service Communication and Information Technology Section Assistant posts, it is proposed that four United Nations Volunteer posts be created, as follows:

- Creation of one United Nations Volunteer Telecommunications Assistant (Communications Centre) — conversion from international Field Service post [6 (b)]
- Creation of one United Nations Volunteer Radio Technician — conversion from one international Field Service post [6 (b)]

- Creation of one United Nations Volunteer Information Technology Administrator — conversion from international Field Service post [6 (b)]

- Creation of one United Nations Volunteer Radio Technician [2]

One United Nations Volunteer Telecommunications Assistant (Communications Centre) will strengthen the operational radio capacity of the Mission.

Two United Nations Volunteer Radio Technicians will support and maintain the Mission's communications infrastructure. These posts are required as international staff in order to allow their travelling to the other side of the berm where national staff is not allowed to go.

The United Nations Volunteer Information Systems Administrator will assist the Field Service Information Systems Administrator in operating all existing Mission application systems such as Galileo, Mercury, and Field Personnel Management System, as well as in providing support to end-users, troubleshooting and solving complex problems.

Transport Section

	International staff										
	USG-ASG	*D-2-D-1*	*P-5-P-4*	*P-3-P-2*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Approved 2005/06	—	—	—	—	13	8	—	21	30	—	51
Proposed 2006/07	—	—	—	—	13	3	—	16	27	5	48
Net change	—	—	—	—	—	(5)	—	(5)	(3)	5	(3)

Anti-Semitism

Transport Section

Summary of proposed changes: international posts

- Abolishment of five General Service posts — conversion to United Nations Volunteers [6 (a)]

The proposed composition of the section posts is detailed as follows:

Office of the Chief

1 Field Service Chief Transport Officer and 1 national General Service Administrative Assistant

Transport Workshop

1 Field Service Supervisor of Transport Workshop, 4 Field Service Vehicle Mechanics, 3 United Nations Volunteer Vehicle Technicians and 12 national General Service Vehicle Technicians

Transport Store

1 Field Service Transport Assistant, 1 United Nations Volunteer Transport Assistant and 2 national General Service Warehouse Assistants

Dispatch Unit

1 Field Service Dispatcher, 5 Field Service Drivers, 3 General Service Drivers, 1 United Nations Volunteer Carlog Administrator, 10 national General Service Drivers and 2 national General Service Transport Assistants

The Transport Section will report directly to the Chief of Technical Services and is headed by one senior Field Service Chief of the Transport Section, managing a team of 15 international and 27 national staff, and 5 United Nations Volunteers.

The section will consist of three main units: (a) Transport Workshop, (b) Spare Parts Store, and (c) Dispatch Unit.

Owing to the specificities of the Mission and the need to support nine Team Sites (five on the other side of the berm, where local staff cannot travel to), plus the Tindouf Office on the other side of the berm, there is a need for international drivers and vehicle mechanics. Often, due to the distance between sites and the difficulty of the roads, co-drivers rotate during the same trip. In addition, rotation of international staff between the headquarters and team sites requires doubling the capacity for international staff. The Mission is already outsourcing some functions (body repair, drivers) but the local market does not offer more outsourcing capacity, and given the current situation on the ground, it would not be prudent to reduce the number of international drivers and technicians. Therefore, while it is proposed that five international General Service posts be abolished, a certain number of international staff are still required, which is proposed in the form of United Natrons Volunteer posts.

Summary of proposed changes: national posts[1]

- Abolishment of three national vehicle mechanics [3]

It is proposed that three national vehicle mechanic posts be abolished. Based on experience in recent years, the Mission requires fewer national mechanic posts.

Summary of proposed changes: United Nations Volunteer posts[1]

- Creation of three new United Nations Volunteer Vehicle Mechanics — conversion from three international General Service posts [6 (b)]
- Creation of one new United Nations VolunteerTransport Assistant — conversion from one international General Service post [6 (b)]
- Creation of one new United Nations Volunteer Carlog Administrator — conversion from one international General Service post [6 (b)]

With the abolishment of five international General Service posts in the Transport Section, it is proposed that five United Nations Volunteer posts be introduced.

One United Nations Volunteer will assist the senior Vehicle Mechanic in the performance of his day-to-day duties. Two United Nations Volunteers will be assigned to the main workshop tasks normally assigned to Field Service staff such as assessing vehicle accident damage, carrying out maintenance and repairs. The two United Nations Volunteers are also required to rotate to Team Sites to replace Field Service staff on an as-required basis in situations such as annual leave, family visit, home leave and occasional recuperation break (ORB).

Reporting to the supervisor of the Transport Store, the United Nations Volunteer Transport Assistant will assist him/her to ensure proper preparation of requisitions and accuracy of spare parts stock information in the inventory system.

With the assistance of one Transport Assistant, the United Nations Volunteer Carlog Administrator will provide technical supervision, installation, maintenance and programming to all MINURSO vehicles and receiving stations within the Mission area, and produce timely distribution of reports such as fuel consumption, monthly mileage reports, which include liberty use and speed violation reports.

Engineering Section

	International staff										
	USG–ASG	*D-2–D-1*	*P-5–P-4*	*P-3–P-1*	*Field Service*	*General Service*	*Security Service*	***Subtotal***	*National staff*	*United Nations Volunteers*	***Total***
Approved 2005/06	—	—	1	—	12	3	—	**16**	26	—	**42**
Proposed 2006/07	—	—	1	1	12	—	—	**14**	21	4	**39**
Net change	—	—	—	**1**	—	**(3)**	—	**(2)**	**(5)**	**4**	**(3)**

Justification

Engineering Section

Summary of proposed changes: international posts[1]

- Creation of one P-3 Engineering Officer post — conversion from General Service, Principal level post [6 (b)]
- Abolishment of one General Service, Principal level post — conversion to P-3 Engineering Officer post [6 (a)]
- Abolishment of two General Service posts — conversion to two United Nations Volunteer positions [6 (a)]
- One Field Service Facilities Management Assistant post was previously part of the General Services Section, and now is proposed to be moved to this Section [1 (b)]
- Abolishment of one Field Service Facilities Management Assistant post — conversion to one United Nations Volunteer [6 (a)]
- One international General Service Accommodation and Camp Management Assistant post was previously part of the General Services Section, and now is proposed to be moved to this Section [1 (b)]
- Abolishment of one international Accommodation and Camp Management General Service post — conversion to one United Nations Volunteer [6 (a)]

The proposed composition of the Section is detailed as follows:

Office of the Chief

1 P-4 Chief Engineer and 1 national General Service Administrative Assistant

Material Management Unit

1 Field Service Material and Assets Supervisor and 2 national General Service Material and Assets Assistants (Inventory and Supply clerk and Store clerk)

Projects Unit

2 Field Service Engineering Technicians, 1 United Nations Volunteer Engineering Assistant, 2 national General Service Draftsman and 1 national General Service Heavy Equipment Operator

Building Management Unit

1 P-3 Engineer, 3 Field Service Facilities Management Assistants (Electrician, HVAC and Plumber), 1 Field Service Accommodation Assistant, 2 United Nations Volunteer Facilities Management Assistants, 4 national General Service Heat Ventilation and Air Conditioning Technician, 4 national General Service Electrical Technicians and 1 national General Service Foreman

Generator Unit

1 Field Service Generator Maintenance Supervisor, 2 Field Service Generator Maintenance Technicians (Mechanic and Electrician), 1 Field Service Electrical Technician, 1 Field Service Service Records Assistant, 1 United Nations Volunteer Generator Technician, 5 national General Service Generator Technicians and 1 national General Service Office Assistant

The Engineering Section supervises and performs maintenance of buildings at headquarters, the logistics base, in 9 Team Sites (including airfields and heliports) and in 30 apartments provided by the Government of Morocco. The Section also deals with maintenance of generators, mechanical equipment and heat, ventilation and air conditioning systems requirements across the berm call for a number of international posts which would be unusual for missions of a similar size.

MINURSO facilities and equipment are in disparate locations, under harsh climate and terrain conditions, many can be regarded as temporary solutions and are relatively old. There is a constant need to upgrade both the facilities and equipment, but an equal if not greater challenge exists in maintaining operations 24 hours a day, 7 days a week with zero tolerance for down time, especially in the Team Sites in the desert. The need to upgrade facilities is met only with regular implementation of a carefully selected portfolio of projects. In order to avoid frequent intervention on failed equipment, a rigorously scheduled regime of preventive maintenance, properly monitored and supervised had to be put in place. The effective and efficient support of the Mission in terms of infrastructure and services rests on the combination of administrative, managerial and technical skills from both international and national staff.

Building Maintenance Services is currently headed by one G-7. This post was downgraded from P-3 to G-7 (see the report of ACABQ, A/59/736/Add.5, para. 19). However, there is a need to strengthen the section to address continuous maintenance and upgrading of facilities. While a number of well-trained and experienced technicians carry out the work, a single Professional staff member is required for minimal detailed planning and close professional supervision at the level of the Units.

The P-3 Engineering Officer will provide managerial and administrative support to the Chief Engineer, especially during his absence, as well as to carry the responsibility of directing and supervising the Projects and Building Maintenance Units. The Unit comprises 9 international and 12 national staff, and a large contingent of temporary local staff engaged as handymen and cleaners. The Project Unit and Building Maintenance Unit provide mission-wide infrastructure and services support and constitute the two main operational activities of the section. The requirement for the additional Professional post is also based on the need for senior and experienced staff to supervise maintenance work and monitor the living conditions of the military observers in the nine team sites on a regular basis. The supervision of a professional engineer is

required so that work is done according to standard operating procedures of Department of Peacekeeping Operations.

It is proposed that three international General Service posts and five national staff posts be abolished, and instead four United Nations Volunteer posts created.

Summary of proposed changes: national posts[1]

- Abolishment of five national General Service posts [3]
- One General Service post for Accommodation and Camp Management functions was previously part of the General Services Section, and now is proposed to be moved to this section [1 (b)]

The five abolished national General Service posts are mainly used for handymen and are proposed to be outsourced.

Summary of proposed changes: United Nations Volunteer posts[1]

- Creation of one United Nations Volunteer Engineering Assistant post — conversion from one international General Service post [6 (b)]
- Creation of one United Nations Volunteer Facilities Management Assistant post — conversion from one international General Service Accommodation and Camp Management Assistant post [6 (b)]
- Creation of one United Nations Volunteer Generator Technician post — conversion from one international General Service post [6 (b)]
- Creation of one United Nations Volunteer Field Service Facilities Management Assistant post — conversion from international Field Service Facilities Management Assistant post [6 (b)]

The Accommodation and Camp Management functions are proposed to be moved from the General Services Section to the Engineering Section, since the Engineering Section is also responsible for maintaining all the facilities of the Mission, therefore it will be easier for the Accommodation Officer to alert the Building Management Services Unit to solve problems that occur. The change will reduce the paperwork, improve the coordination and speed up response to the problems.

The United Nations Volunteer Engineering Assistant shall provide technical skills required for the planning and execution of project works, as well as supervisory skills to direct the activities and skills enhancement of local staff. Technical skills and experience of United Nations Volunteers international staff are required to assure quality project delivery and at the same time provide the enabling environment for skills improvement of local staff. Project management at the field level is invariably handled by international staff, and through this arrangement quality output is assured and local staff normally stand to benefit (by association) in terms of upgrading their skills and learning various approaches to their vocation.

The two United Nations Volunteer Facilities Management Assistants will assist in the erection, installation, and maintenance of various types of buildings and facilities including hardwalls, soft wall tents, rubhalls at various team sites at headquarters, Identification Commission and logistics complex Laayoune.

The United Nations Volunteer Generator Technician will assist in the provision of both corrective and preventive mechanical maintenance, as and when required, so that there is a mission-wide uninterrupted power supply 24 hours a day, 7 days a week; and also assist in the services of generators existing on the east side of the berm since the local staff are not allowed on this side of the Mission area.

II. Resource requirements

A. Overall

(Thousands of United States dollars. Budget year is 1 July to 30 June.)

Category	1 July 2004 to 30 June 2005	1 July 2005 to 30 June 2006	1 July 2006 to 30 June 2007	Variance	
	Expenditures (1)	Apportionment (2)	Cost estimates (3)	Amount (4)=(3)−(2)	Percentage (5)=(4)÷(2)
Military and police personnel					
Military observers	5 490.7	5 525.6	5 598.2	72.6	1.3
Military contingents	778.4	705.8	715.4	9.6	1.4
Civilian police	104.3	201.4	165.1	(36.3)	(18.0)
Formed police units	—	—	—	—	—
Subtotal	**6 373.5**	**6 432.8**	**6 478.7**	**45.9**	**0.7**
Civilian personnel					
International staff[a]	14 423.6	15 370.4	13 589.4	(1 781.0)	(11.6)
National staff[a]	1 738.9	2 174.6	2 960.9	786.3	36.2
United Nations Volunteers[c]	—	—	782.1	782.1	—
Subtotal	**16 162.6**	**17 545.0**	**17 332.4**	**(212.6)**	**(1.2)**
Operational costs					
General temporary assistance	—	—	169.8	169.8	—
Government-provided personnel	32.1	108.8	45.8	(63.0)	(57.9)
Civilian electoral observers	—	—	—	—	—
Consultants	26.2	32.0	3.0	(29.0)	(90.6)
Official travel	443.5	419.1	336.2	(82.9)	(19.8)
Facilities and infrastructure	2 197.5	2 682.0	2 843.7	161.7	6.0
Ground transportation	2 649.6	2 590.8	1 555.0	(1 035.8)	(40.0)
Air transportation	9 666.1	12 432.4	11 313.8	(1 118.6)	(9.0)
Naval transportation	—	—	—	—	—
Communications	2 045.2	1 587.0	1 181.2	(405.8)	(25.6)
Information technology	837.1	664.9	658.4	(6.5)	(1.0)
Medical	182.9	274.1	139.0	(135.1)	(49.3)
Special equipment	25.7	27.6	—	(27.6)	(100.0)
Other supplies, services and equipment	756.1	743.9	747.4	3.4	0.5
Quick-impact projects	—	—	—	—	—
Subtotal	**18 861.9**	**21 562.6**	**18 993.3**	**(2 569.3)**	**(11.9)**
Gross requirements	**41 398.0**	**45 540.4**	**42 804.4**	**(2 736.0)**	**(6.0)**
Staff assessment income	2 311.9	2 508.0	2 211.4	(296.6)	(11.8)
Net requirements	**39 086.1**	**43 032.4**	**40 593.0**	**(2 439.4)**	**(5.7)**
Voluntary contributions in kind (budgeted)	3 885.2	3 118.1	3 315.6	197.5	6.3
Total requirements	**45 283.2**	**48 658.5**	**46 120.0**	**(2 538.5)**	**(5.2)**

[a] Cost estimates for 2006/07 are inclusive of a 5% vacancy rate compared to a 6% vacancy rate applied in 2005/06.
[b] Cost estimates for 2006/07 are inclusive of a 5% vacancy rate compared to a 2% vacancy rate applied in 2005/06.
[c] Cost estimates for 2006/07 are inclusive of a 10% vacancy rate.

B. Non-budgeted contributions

20. The estimated value of non-budgeted contributions for the period 1 July 2006 to 30 June 2007 is as follows:

(Thousands of United States dollars)

Category	*Value*
Status-of-forces agreement[a]	2 891.6
Voluntary contributions in kind (non-budgeted)	—
Total	**2 891.6**

[a] Inclusive of $81,600 from the Government of Algeria and $2,810,000 from the Government of Morocco.

C. Contingent-owned equipment: major equipment and self-sustainment

21. Requirements for the period from 1 July 2006 to 30 June 2007 are based on standard reimbursement rates for major equipment and self-sustainment in the total amount of $162,800 as follows:

(Thousands of United States dollars)

Category	*Estimated amount*
Major equipment	
Military observers	—
Military contingents	78.3
Formed police units	—
Subtotal	**78.3**
Self-sustainment	
Facilities and infrastructure	
Catering (kitchen facilities)	—
Office equipment	—
Electrical	—
Minor engineering	—
Laundry and cleaning	—
Tentage	—
Accommodation	—
Miscellaneous general stores	1.4
Unique equipment	—
Field defence stores	—
Communications	
Communications	19.1

Category	Estimated amount
Medical	
Medical services	62.0
Special equipment	
Explosive ordnance disposal	
Observation	
Identification	
Nuclear, biological and chemical protection	
Subtotal	**84.5**
Total	**162.8**

Mission factor	Percentage	Effective date	Last review date
Applicable to Mission area			
Extreme environmental condition factor	1.5	01.01.1998	01.01.1998
Intensified operational condition factor	1.2	01.01.1998	01.01.1998
Hostile action forced abandonment factor	1.3	01.01.1998	01.01.1998

D. Training

22. The estimated requirements for training for the period 1 July 2006 to 30 June 2007 are as follows:

(Thousands of United States dollars)

Category	Estimated amount
Consultants	
Training consultants	3.0
Official travel	
Official travel, training	156.0
Other supplies, services and equipment	
Training fees, supplies and services	50.4
Total	**210.0**

23. The above requirements provide mainly for training in the areas of management, aviation, ground transportation, communications, information technology, engineering, supply and property management, budgeting, procurement, gender capacity-building, and security and safety.

III. Analysis of variances

Reference

The present section describes the single largest contributing factor of each resource variance according to specific standard options encompassed in the four standard categories listed below:

Mandate: variances caused by changes in the scale or scope of the mandate, or changes in the expected accomplishments as driven by the mandate.

External: variances caused by parties or situations external to the United Nations.

Cost parameters: variances caused by United Nations regulations, rules and policies.

Management: variances caused by management actions to achieve planned results more effectively (e.g., by reprioritizing or adding certain outputs) or efficiently (e.g., by taking measures to reduce personnel or operational inputs while maintaining the same level of outputs), and/or from performance-related issues (e.g., by having underestimated the costs or quantities of inputs required to produce a certain level of outputs, or by delayed recruitment).

	Variance	
Military Observers	$72.6	1.3%

- **Cost parameters: increase in the price of rations**

24. The increased requirements are due to an increase in the rations price in accordance with the actual cost of rations during the 2004/05 financial period. The rations price has increased from $9 person/day for the 2005/06 financial period to $10 per person/day for the next budget period.

	Variance	
Civilian police	($36.5)	(18.0%)

- **Mandate: reduced strength of police officers**

25. The lower requirements are attributable to the fact that the present budget provides for an average monthly deployment of 6 civilian police for the 2006/07 financial period, as compared to an average monthly deployment of 8 civilian police budgeted for the 2005/06 financial period.

Resource variance amounts are expressed in thousands of United States dollars.

	Variance	
International staff	($1,781.0)	(11.6%)

- **Management: outcome of the management review**

26. Provision is made for the salaries, common staff costs and staff assessment for 114 posts. The reduced requirements are due mainly to a net reduction of 35 international posts, including a net abolishment of 12 posts and a conversion of 23 posts into an equivalent number of United Nations Volunteers, as a result of the management review.

27. The lower requirements were partially offset by the increase in the salary costs, which includes an amount corresponding to 4 per cent of net salaries to meet the requirements for the Organization's unfunded liability arising from the After Service Health Insurance.

	Variance	
National staff	$786.3	36.2%

- **Cost parameters: change in standard salary scales**

28. The increased requirements resulted mainly from an upward change in the standard salary scales applicable to Rabat (Morocco), effective 1 October 2005. The increased requirements also resulted from an increase of 23 local security posts as a result of the Security Assessment, conducted by the Department of Security and Safety of the United Nations Secretariat.

29. Salaries for 148 local posts were calculated based on level 4, step 1. The requirements are inclusive of an estimated reduction of $400,140 as a result of the outsourcing of 19 national staff.

	Variance	
United Nations Volunteers	$782.1	—

- **Management: outcome of the management review**

30. The estimate provides for the first-time inclusion of 23 United Nations Volunteers.

	Variance	
General temporary assistance	$169.8	—

- **Management: additional outputs and inputs**

31. The estimate provides for the establishment of a Conduct and Discipline Team in the Mission in accordance with General Assembly resolution 59/300 of 22 June 2005 on the comprehensive review of a strategy to eliminate future sexual exploitation and abuse in United Nations peacekeeping operations. The team will consist of one international position (P-5), and one national General Service position.

	Variance	
Government-provided personnel	$63.0	(57.9%)

- **Management: lower than planned actual expenditure**

32. The estimate takes into account the actual expenditure during the 2004/05 financial period.

	Variance	
Consultants	($29.0)	(90.6%)

- **Management: reduced outputs and inputs**

33. Lower requirements for training programmes involving consultants is the major factor contributing to the reduced estimates under this heading.

	Variance	
Official travel	($82.9)	(19.8%)

- **Management: transfer of inputs to support account**

34. The variance is due to the transfer of requirements for Headquarters travel to the support account for peacekeeping operations.

	Variance	
Facilities and infrastructure	$161.7	6.0%

- **Management: additional inputs and same outputs**

35. The higher requirements are due mainly to the increased need for replacements of prefabricated accommodation and ablution units, generators, and air conditioners since they have reached the end of their economic life. The increased requirements are also due to the outsourcing of 19 national posts as well as additional requirements for petrol, oil and lubricants caused by an increase in prices as per the most recent actual rates. The estimates include an amount of $159,600 due to the outsourcing of 19 national posts related to general cleaning, maintenance and handymen.

	Variance	
Ground transportation	$1,035.8	(40.0%)

- **Management: reduced inputs and same outputs**

36. The reduced estimates are attributable mainly to the fact that requirements for replacement and acquisition of vehicles amount to $655,500, which is substantially lower than the resources provided by the General Assembly for the 2005/06 financial period ($1,585,300). Only six light buses, one airfield fuel truck and one heavy diesel fuel truck are scheduled for replacement during the period.

	Variance	
Air transportation	($1,118.6)	(9.0%)

- **Management: reduced inputs and same outputs**

37. The reduced requirements are due to significantly reduced numbers of flight hours budgeted for both fixed-wing aircraft and helicopters as compared to those for the previous financial period. The estimate takes into account actual hours flown for both fixed-wing aircraft and helicopters during the 2004/05 financial period.

38. The estimate for aviation fuel and lubricants takes into consideration the most recent actual rates for petrol, oil and lubricants.

	Variance	
Communications	($405.8)	(25.6%)

- **Management: reduced inputs and same outputs**

39. The lower estimates are attributable mainly to lower requirements for replacement of equipment for the budgeting period. The reduced estimates are also attributable to a reduction in the commercial communications requirement as a result of lower local telecommunications charges and transponder charges.

	Variance	
Medical	($135.1)	(49.3%)

- **Management: reduced inputs and same outputs**

40. The reduced requirements are attributable to the fact that there is no plan to replace/purchase medical equipment as well as reduced requirements for medical supplies during the budget period since medical equipment and supplies will be provided through contingent self-sustainment arrangements with a troop-contributing country.

	Variance	
Special equipment	($27.6)	(100%)

- **Management: reduced inputs and same outputs**

41. There is no plan to replace/purchase observation equipment during the budget period.

	Variance	
Other supplies, services and equipment	$3.4	0.5%

- **Management: additional inputs and same outputs**

42. The increased requirements are due mainly to provisions for the replacement of 30 sea containers during the budget period.

43. The increased requirements are partly offset by reduced bank charges in a projected amount of $92,400 for the budget period as compared to $140,000 for the 2005/06 financial period.

IV. Actions to be taken by the General Assembly

44. **The actions to be taken by the General Assembly in connection with the financing of the Mission are:**

(a) **To appropriate the amount of $42,804,400 for the maintenance of the Mission for the 12-month period from 1 July 2006 to 30 June 2007;**

(b) **To assess the amount in paragraph (a) above at a monthly rate of $3,567,033, should the Security Council decide to continue the mandate of the Mission.**

V. Summary of follow-up action taken to implement decisions and requests made by the General Assembly in its resolution 59/296, and the requests and recommendations of the Advisory Committee on Administrative and Budgetary Questions endorsed by the General Assembly and the United Nations Board of Auditors

A. General Assembly

Reference	*Decisions and requests to the Secretary-General*	*Action taken to implement decisions and requests*
Section I		
	Provide relevant information in the individual budget submissions of peacekeeping operations for the financial period 2006/07 on the efficiencies resulting from the implementation of the applicable provisions of the resolution (para. 4)	Implemented. Two efficiency gains are reflected in the present report
Section II		
Results-based budgeting	Decides that the progressive implementation of results-based budgeting should be in full compliance with its resolution 55/231 (para. 3)	Implemented
	Ensure that the purpose of the indicators of achievement is not to assess the performance of Member States but, where possible, to reflect the contributions by peacekeeping missions to the expected accomplishments and objectives in keeping with their respective mandates (para. 5)	Implemented
	To submit future budget proposals in full compliance with its resolution 55/231 (para. 6)	Implemented

Reference	Decisions and requests to the Secretary-General	Actions taken to implement decisions and requests
	Integrate operational, logistical and financial aspects fully in the planning phase of peacekeeping operations by linking results-based budgeting to the mandate implementation plans of peacekeeping operations (para. 8)	Implemented
Section III		
Budget preparation	Ensure that the Department of Peacekeeping Operations and all missions make every effort to introduce strict budgetary discipline and enforce adequate controls over budget implementation (para. 5)	Implemented. A budget committee has been established in the Mission to ensure that resources required are justifiable and the implementation process is transparent
	The submission of budget proposals from missions to Headquarters should constitute part of the leadership and accountability functions of the Head of Mission/Special Representative (para. 7)	Implemented
	Affirms that budget submissions should, to the extent possible, reflect management improvements and efficiency gains to be achieved and articulate future strategies in this regard (para. 9)	Implemented. Two efficiency gains are reflected in the present report
Section IV		
Review of the management structure of all peacekeeping operations	Recalls its previous request for several complex peacekeeping operations to review their structures, bearing in mind the complexities, mandates and specificities of each, and notes that some operations have undertaken the revision, to ensure that the remaining complex operations conduct the requested review and streamline their structures and to report thereon in the context of the relevant budget submissions (para. 1)	Implemented. A management review for MINURSO resulting in a streamlining of its structures was conducted in May 2005. The streamlining of civilian personnel structures has been fully reflected in the 2006-07 budget in the present report
	Monitor the evolution of structures in individual peacekeeping operations to avoid the duplication of functions and an excessive proportion of higher-grade posts, bearing in mind the mandates, complexities and specificities of each mission (para. 2)	Implemented
	Review the level and functions of the protocol officers, bearing in mind the relevant observations of the Advisory Committee, and report thereon in the context of the relevant budget submissions (para. 12)	MINURSO Protocol and Liaison staff includes 6 at the G-4 level (national)

Reference	Decisions and requests to the Secretary-General	Action taken to implement decisions and requests
Section VIII		
Training, recruitment and staff in the field	Decides to restrict training away from mission headquarters of civilian staff to training specific to the implementation of the mandate of the mission, the effective functioning of the mission, the function of a post, or where it is cost-effective, until the finalization of the strategy (para. 11)	Implemented
	Revert to the General Assembly for its consideration of the creation of a post if the function is ongoing and is so warranted, regarding the practice of hiring individual contractors or individuals on procurement contracts to perform functions of a continuing nature (para. 11)	The necessary posts that have been under continuous status of IC have been added to the strength of the Mission or cleared for outsourcing as part of the present budget
Section XI		
Participation of United Nations Volunteers	Volunteers should not be used as a substitute for staff to be recruited against authorized posts for the implementation of mandated programmes and activities and should not be sought for financial reasons (para. 3)	Implemented
	Continue to ensure that Volunteers are subject to the same obligations and responsibilities, including standards of conduct, that the United Nations staff are subject to (para. 5)	To be implemented in 2006/07
Section XVI		
Procurement	Requests the Secretary-General to ensure that all peacekeeping missions operate with reference to their procurement plans in order to realize the benefits offered by proper procurement planning (para. 5)	Implemented. Procurement plan for MINURSO is in place and Mission operates accordingly
	Continue to monitor and address causes of excessive procurement lead times at peacekeeping missions (para. 6)	Mission will reduce the lead time as much as feasible
Section XVII		
Asset management	Reiterates that the Department of Peacekeeping Operations should ensure that all missions implement an assets replacement programme in a cost-effective manner and in strict compliance with the guidelines on the life expectancy of assets (para. 1)	Implemented
	Ensure that the heads of the peacekeeping operations take effective measures to ensure inventory control, replenishment of stocks and reasonable write-off procedures for the disposal of assets no longer required or useful (para. 2)	The main constraint to implement this recommendation in full is the local custom laws which will be negotiated with the authorities

Reference	*Decisions and requests to the Secretary-General*	*Action taken to implement decisions and requests*
	Ensure that formal written agreements are in place, which include elements such as financial reimbursement and liability, with other United Nations bodies before loaning out to them resources belonging to the peacekeeping operation (para. 3)	Mission will ensure to seek written agreement prior to such activity
Section XIX		
Air operations	Requests the Secretary-General to take all necessary actions to ensure that staff members involved in air operations are adequately trained, as specified in the Air Operations Manual (para. 1)	Most of the air operations staff have been trained in their area of responsibilities. Mission will ensure necessary training of all air operations staff as required
	Continue to conduct aviation quality inspections and aviation assessments at missions to confirm that established standards are being fully complied with (para. 2)	Mission takes note of the recommendation and will act accordingly
	Improve the formulation of resource requirements for air operations in budget submissions to make them more reflective of actual operations, bearing in mind the overbudgeting of air transportation requirements in some peacekeeping operations (para. 3)	Implemented, as reflected in the present budget
Section XXI		
Ratios of vehicles and information technology equipment to staff	Ensure that peacekeeping operations adhere to the standard ratios, bearing in mind the mandate, complexities and size of individual peacekeeping operations (para. 2)	Implemented, as reflected in the present budget
	Ensure that in all missions the actual ratio of heavy-medium vehicles is not greater than the established standard ratio of 1:1 and to justify any departure from this standard ratio (para. 3)	Implemented
	Progressively to reduce the allocation of one printer per work station and to implement, with immediate effect, where it is cost-effective and feasible, the ratio of printers to desktop computers of 1:4 for all work stations in peacekeeping missions, at Headquarters and in the field (para. 6)	Implemented, as reflected in the present budget
Section XXII		
Rations contracts	Ensure that all missions monitor and evaluate the quality management systems of rations contractors to ensure that food quality and hygienic conditions are in accordance with established standards (para. 2)	MINURSO monitors and evaluates the quality management systems of rations in accordance with the Assembly's guidance
	Undertake a cost-benefit analysis of the use of an independent inspection mechanism to verify the fulfilment by contractors and vendors of all contract specifications regarding quality, hygiene and delivery plans (para. 3)	Mission has ensured that vendor provides the items in accordance with the required specifications

B. Advisory Committee on Administrative and Budgetary Questions

(A/59/736/Add.5)

Request/recommendation	Response
It is of the opinion of the Committee that in a number of areas the results achieved are presented in vague and uninformative terms, such as "Regular consultations between the Special Representative of the Secretary-General and the International Committee of the Red Cross", even though the underlying activities could easily have been quantified. The Committee emphasizes once again the importance it attaches to the use of specific and quantitative indicators of achievement, wherever possible, to allow a more objective analysis of the progress and efforts made towards implementation of the expected accomplishments. The Committee encourages continued improvement and greater consistency in the presentation of the results-based budget framework. (para. 12)	The recommendation has been taken into consideration in the preparation of the results-based budget framework for 2006-2007.
Although no new posts have been requested in connection with the 2005-06 budget, the Advisory Committee considers the overall presentation of the staffing situation confusing and lacking in transparency, in particular with respect to posts frozen because of the interruption in the work of the Identification Commission, security posts authorized by the General Assembly in its resolution 58/295 of 18 June 2004 that were not budgeted, posts filled at lower levels than those authorized and vacant posts in the office of the Special Representative of the Secretary-General. **Moreover there is a need to clarify the relationship between the level of resources authorized, actual resources allocated, and the mandate and work to be accomplished.** (para. 17)	The Secretariat takes note of the Advisory Committee's comments, and has made efforts to present the staffing requirements in a more clear and transparent way in the 2006-2007 budget. The Mission would like to indicate that the two field service and 15 national staff posts authorized to strengthen the Security Section were authorized only for the 2004-2005 period as posts, while the related staff costs were to be accommodated within existing individual peacekeeping budgets (see A/58/758, para. 15). Funding for these security posts has been included in the 2005/06 period. The Department of Peacekeeping Operations has undertaken a civilian management review, to clarify the level of staff resources required for the Mission to undertake its mandate. The results and recommendations of the management review have been taken into account in the preparation of the proposed 2006-2007 budget.

Request/recommendation	Response
The Committee was informed that five Professional posts continue to be encumbered by staff at lower levels than budgeted, including an Assistant Secretary-General Chief of Staff post occupied at D-1, a P-5 Legal Officer post at P-4, a P-4 Information Officer post at P-3, a P-3 post of assistant in the Facilities Management Service at G-7 and a P-2 Information Technology Assistant post at FS-5. **The Advisory Committee is of the opinion that, when posts are consistently filled at lower levels, the requirement for the higher-graded post should be re-examined.** (para. 19)	For the 2005-2006 budget, the fund requirements for the five posts were made at the actual levels encumbered. In accordance with the Advisory Committee's comments, the management review recommended the downgrading of all these posts to the level at which they are encumbered, except for the post for Facilities Management, which is proposed to be maintained at the P-3 level. Detailed justifications for this are contained in section II of the present document.
Concerning vacant posts, the Committee was informed that, of the 143 authorized and budgeted international posts, 2 Professional and 6 Field Service posts are currently in different stages of the recruitment process, and that 12 posts are on hold, pending the outcome of the ongoing management review. **The Advisory Committee requests that MINURSO not take any action that would prejudice the outcome of the ongoing management review. It trusts that the proposals resulting from the review will be based on the actual levels of the positions filled and that a new justification of the vacant posts will be provided, or that the posts will be abolished.** (para. 20)	The Mission has taken note of the recommendation and pays special attention to its recruitment, bearing in mind the recommendations of the management review. Justifications for all posts resulting from the management review have been reflected in the present document.
The Committee restates its view that, as more staff become trained in mission-related skills, the requirement for such training should decrease, and with it the requirement for mission-specific training-related travel, particularly in missions that are no longer growing or are in the process of downsizing. **It requests that a clear justification for the training programmes envisaged be provided in future budget submissions, including the particular skills required for the mission and the number of staff required to undergo training.** (para. 24)	The Mission takes note of the recommendation and has made efforts to respond to the Advisory Committee's request in the presentation of the proposed budget.

Request/recommendation	Response
The Advisory Committee draws attention to the observations and recommendations of the Board of Auditors concerning air operations. It requests the Mission to closely monitor the use of aircraft and to carry out a management review on the underutilization of air assets, aimed at establishing a realistic assessment of the Mission's requirements and narrowing the gap between actual and budgeted flight hours. (para. 26)	The Mission takes note of the recommendation, and future budget proposals will be based on a realistic assessment of the Mission's requirements. The proposed budget is based on the actual number of hours flown in 2004/2005.
Upon request, the Advisory Committee was informed that MINURSO had changed its procedures for budgeting and reporting expenditures for generator petrol, oil and lubricants in 2003/04, moving from a combined entry under utilities to a separate entry under petrol, oil and lubricants. **The Committee points out that the presentation of this transition in the budget document and supplementary information was lacking in transparency.** (para. 29)	The Mission takes note of the recommendation and has ensured that the proposed budget reflects transparent calculation of the requirements. The mission has also taken appropriate action to segregate the storage of fuel for vehicles and generators, which will enhance the Mission's ability to monitor and record expenditures appropriately.

C. Board of Auditors

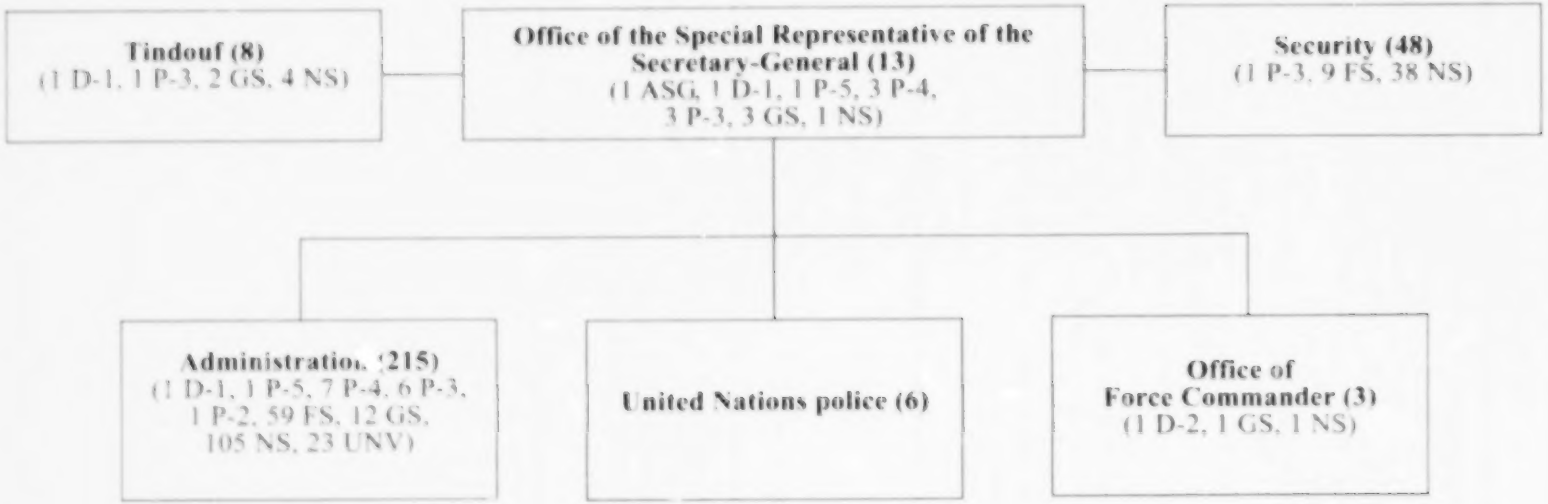
(A/59/5 (vol. II))

Request/recommendation	Action taken to implement request/recommendation
The Board recommends that the Administration make it compulsory for all peacekeeping missions to review procurement plans on at least the prescribed quarterly basis to ensure that these plans are updated with regard to the operational requirements of the missions. (para. 265)	MINURSO will ensure that procurement plans of each section are reviewed on a quarterly basis, to update these plans with regard to the operational requirements.

Annex

Organization charts*

A. MINURSO organizational structure 2006/07

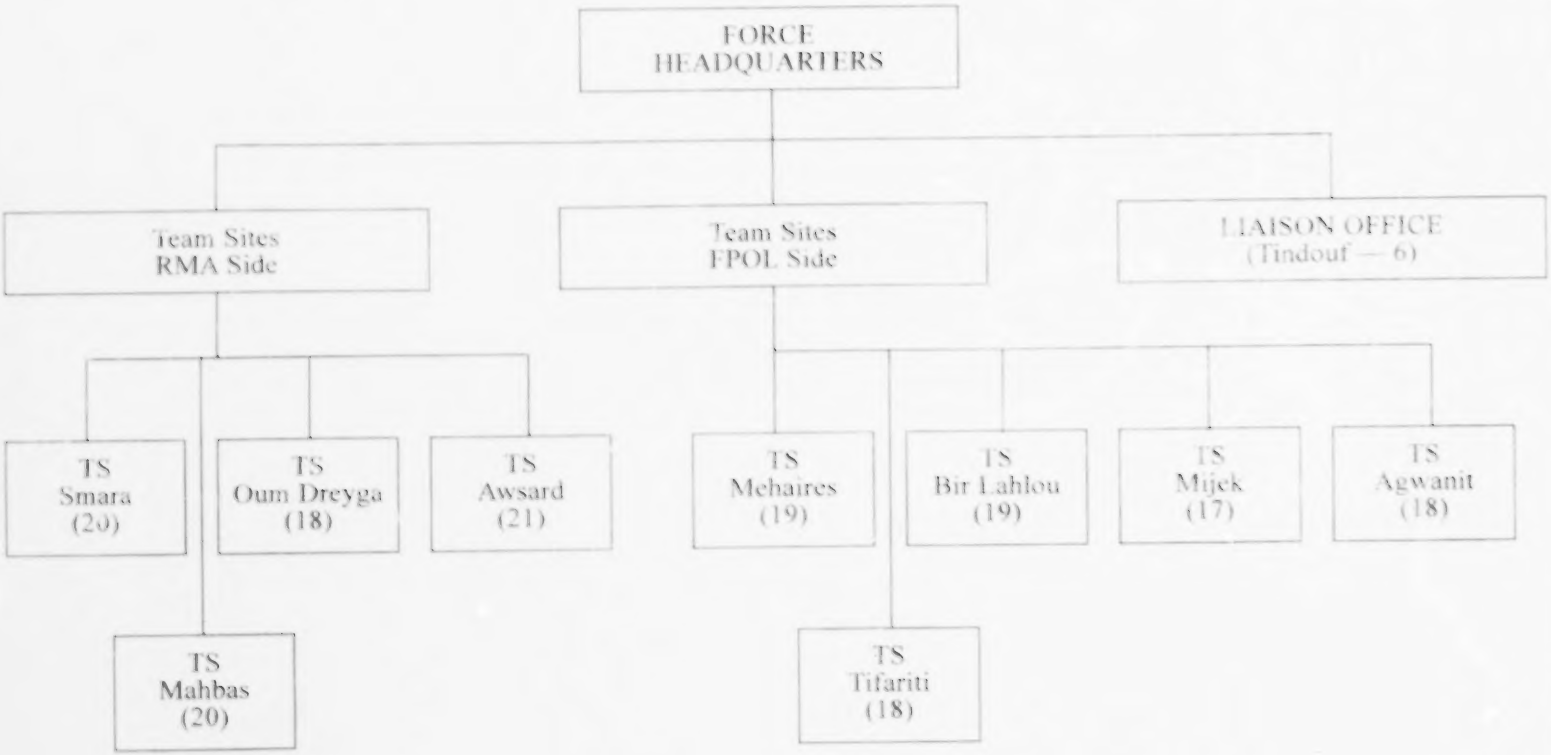

Tindouf (8)
(1 D-1, 1 P-3, 2 GS, 4 NS)
Office of the Special Representative of the Secretary-General (13)
(1 ASG, 1 D-1, 1 P-5, 3 P-4, 3 P-3, 3 GS, 1 NS)
Security (48)
(1 P-3, 9 FS, 38 NS)
Administration (215)
(1 D-1, 1 P-5, 7 P-4, 6 P-3, 1 P-2, 59 FS, 12 GS, 105 NS, 23 UNV)
United Nations police (6)
Office of Force Commander (3)
(1 D-2, 1 GS, 1 NS)

International: 115; National: 149; United Nations Volunteers: 23; United Nations police: 6.

Note: The Office of the Special Representative of the Secretary-General includes one P-5 and one National Staff General Temporary Assistance position for the Conduct and Discipline Team.

* Abbreviations: ASG = Assistant Secretary-General; FS = Field Service; GS (OL) = General Service (Other level); NS = National Staff; UNV = United Nations Volunteers.

B. Organization of MINURSO military component*



Note:

1. FHQ includes: Office of the Force Commander, 1 D-2, 1 GS, 1 NS and 20 UNMQs for Medical Unit, 7 Administrative Clerks (from a troop-contributing country).
2. Numbers in brackets under each Team Site (TS) refer to the Military Observers.

* Abbreviations: RMA = Royal Moroccan Army; FPOL = Frente Polisario.

MOROCCO
ALGERIA
CANARY ISLANDS
ATLANTIC OCEAN
Western Sahara
MAURITANIA
MAURITANIA
MINURSO
Deployment as of
January 2006